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問題集

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Exam : **1Z1-329**

Title : Oracle Global Human Resources Cloud 2016 Implementation Essentials

Version : DEMO

1.An organization wants to include a security profile in an HCM data role and then provision the data role to a user. Identify the option which lists the HCM object types for which the security profiles can be created.
A. Person, Organization, Position. Legislative Data Group, Location. Grade. Document Type, Payroll. Payroll Flow
B. Person, Organization, Position. Legislative Data Group, Country, Grade, Document Type. Payroll, Payroll Flow, Workforce Business Process
C. Person, Organization, Position, Legislative Data Group, Country, Document Type. Payroll, Payroll Flow, Workforce Business Process
D. Person, Organization, Position, Legislative Data Group, Location, Grade, Document Type, Payroll, Payroll Flow, Workforce Business Process
Answer: C

2.As a consultant in your company, you are required to set up names and details of schools, colleges, universities, and so on, so that users can select from this list when entering their qualifications such as degrees.
Identify the correct setup task in Functional Setup Manager > Define Workforce Profiles
A. Define Talent Profile Content > Manage Educational Establishments
B. Define Talent Profile Content > Manage Profile Content Items
C. Define Talent Profile Content > Manage Content Subscribers
D. Define Talent Profiles > Manage Profile Types
Answer: A

3.A candidate applied for an employment opportunity with a legal employer in the past. The candidate reapplies after some time for an opportunity with a different legal employer in the same enterprise. While applying the second time, the candidate provides a new national identification value.
Which option does the application use to check if a matching record already exists in the system?
A. Because the national identifier has changed, the system cannot identify the matching record
B. The application identifies a match if the first name, the first character of the last name, and date of birth are the same; or if the last name, the first character of the first name, and date of birth are the same.
C. The application searches for the availability of date of birth and middle name to identify the matching record.
D. The application cannot identify the matching record and there will be two person records available for further processing.
Answer: B

4.You are part of a new implementation and have the seeded HR Specialist role. You are able to find all the workers in Person Gallery, but not able to view a single worker on the Person Management page. Identify two reasons for this. (Choose two.)
A. The Person Security Profile in the data role, which is attached to the seeded HR Specialist application role, does not allow the person access to data.
B. The Refresh Manager Hierarchy process is not run in the instance.
C. The Public Person Security Profile is set up as View All People in the data role, which is attached to the seeded HR Specialist application role.

D. The seeded HR Specialist role does not have access to hire the worker in the instance.

E. The Person Profile is not created for any of the employees in the new instance.

Answer: A,D

5.You want to use the Tree Management feature of Functional Setup Manager to organize data into hierarchies.

Which option represents seeded tree structures?

A. organization, position, division, establishment

B. organization, job, department, geographies

C. organization, position, department, geographies

D. organization, position, division, geographies

E. organization, job, division, geographies

Answer: C