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## Oracle Fusion HCM Base Cloud Service 2016 Implementation Essentials

Oracle 1z0-329

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**QUESTION NO: 1**

Action Reasons provide further explanation for actions, for example, an action of transfer could have reasons such as reorganization or career progression. As a developer, you have created Actions as part of Oracle Global Human Resources Cloud setup. Now you are in the process of adding Action Reasons.

Identify the three correct statements regarding Action Reasons. (Choose three.)

- A.** Action Reasons can be user defined
- B.** Action Reasons are primarily used for analysis and reporting.
- C.** Worker termination predictions use Action and Action Reason to determine whether termination is voluntary or involuntary
- D.** Action Reasons can be deleted if no longer being used

**ANSWER: A B C****QUESTION NO: 2**

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****QUESTION NO: 3**

A Human Resource Representative is in the process of transferring an employee from France Subsidiary to US Subsidiary and exercises the option of Global Transfer.

Identify the three options for Global transfer process (Choose three.)

- A.** A new work relationship in the destination legal employer is not created automatically.
- B.** The Human Resources Representative cannot override the default changes

- C. The Human Resources Representative can override the default by deselecting the assignments that are not required to be terminated; these assignments retain their original status and the work relationship is not terminated
- D. The existing set of employment terms and assignments in the source work relationship are terminated and their status is set to Inactive- Payroll Eligible by default
- E. A new work relationship in the destination legal employer is created automatically.

**ANSWER: A C D**

#### QUESTION NO: 4

As an implementation consultant, you are in the process of building the Enterprise Structure. At the minimum, what are the three options you should be aware of while defining a Business Unit in the application? (Choose three.)

- A. A Business unit can process transactions on behalf of many legal entities.
- B. A Business Unit performs one or many business functions that can be rolled up in a management hierarchy.
- C. A Business Unit performs one or many business functions like Payables invoicing, Payables payments, Procurement, Sales, Marketing etc.
- D. A Business unit can process transactions on behalf of many or a single legal entity depending on how the ESC option is set.

**ANSWER: A B C**

#### QUESTION NO: 5

Which two options are not methods by which a line manager can promote his subordinate "John" in the application? (Choose two.)

- A. The line manager can select My Portrait and click Promote under the Actions menu.
- B. The line manager can enter Promote John in the Person Gallery Keyword Search, which launches the promotion process automatically.
- C. The line manager can promote John from Organization Chart Actions under Personal and Employment.
- D. The line manager can access John's portrait and click Promote under the Actions menu.

**ANSWER: A C**

#### QUESTION NO: 6

A manager checks the availability of a worker. The manager is not aware that the worker does not have a work schedule assigned. Which of the three items will be used to determine the availability of a worker? (Choose three.)

- A. Contract Data
- B. Time Sheet
- C. Absences
- D. Standard Working Hours
- E. Calendar Events

**ANSWER: C D E**

#### QUESTION NO: 7

A client requires that promotion approvals should go to a static set of three users in a sequential manner, with the approval process continuing to the next user if the prior approver is not available. What setup is required to meet this requirement?

- A. Enable a descriptive flex field to capture the approvers in the required sequence and create Approval Group List Builder
- B. While configuring Approval Group List Builder, select "Allow empty groups" as False.
- C. While configuring Approval Group List Builder, select "Allow empty groups" as True.
- D. All approvers must be present in the system, else, the promotion transaction fails.
- E. The default functionality is that if any approver is not present, then the transaction gets auto-approved.

**ANSWER: B**

#### QUESTION NO: 8

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**

**QUESTION NO: 9**

You are required to set geography validation for country-specific address style. You have configured the application correctly, but users are still entering addresses in the wrong address format. What can be done to change this?

- A.** Set the geography validation level to Error instead of No Validation
- B.** Educate users to use the country-specific address format only.
- C.** Effective End Date for geography validation is end of time.
- D.** Create a new geography validation.

**ANSWER: A****QUESTION NO: 10**

A worker in an organization will be holding a new position because the worker holding the position has gone on maternity leave. When the second worker is back from maternity leave, the former will be moved back to his or her old position. His or her payroll and legal reporting will be the same even after the position changes.

Which transfer method should be used for the first movement of the said worker?

- A.** Global Temporary Assignment
- B.** Global Transfer
- C.** Temporary Assignment
- D.** Transfer

**ANSWER: C**