



1Z0-329^{Q&As}

Oracle Global Human Resources Cloud 2016 Implementation

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QUESTION 1

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.

Correct Answer: B

QUESTION 2

Your customer wants to know how many employees are leaving the organization on their own. Identify the correct sequence of steps that you need to perform to meet this requirement.

- A. Create a new action > Create a new reason and use it during termination.
- B. Create a new action type > Create a new action > Create a new action reason and use it during termination.
- C. Create a new action reason and associate it with the available action type. Use it during termination.
- D. Create a new action type > Create a new action reason and use it during termination.
- E. Create a new action > Associate it with an existing action type > Create a new action reason and use it during termination.

Correct Answer: C

QUESTION 3

As an Oracle Global Human Resources Cloud implementation consultant, you are configuring an enterprise structure for an organization that has undergone major relient wants you to make multiple versions of the enterprise structure so that they can decide on a final one that suits them based on proper analysis and comparison. What would you do to meet this requirement of the client?

- A. Configure multiple enterprise structures and load all of them simultaneously so that analysis and companson can be done.
- B. Design the enterprise structure by using individual tasks available for each of the organizations and keep changing it until the final structure is agreed upone creating another structure.
- C. Create and load one enterprise structure at a time through Establish Enterprise Structure, analyze the structure and.



if it does not suit the client, use the rolltore loading lhe final one.

D. Configure multiple enterprise structures by using the Establish Enterprise Structure guided flow, and analyze and compare them by using the

Correct Answer: D

QUESTION 4

As a human resource executive, you create a new location in the system. After several days, while creating an employee record in the system, you are unable to see this location in the list of values for Location on the Assignment tab. Identify

two reasons for this.

(Choose two.)

- A. Effective Start Date of the location was not given when the location was created.
- B. The created location has been end-dated.
- C. The location was not associated with any set.
- D. The location was made inactive

Correct Answer: CD

QUESTION 5

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.

Correct Answer: A

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