



# 1Z0-329<sup>Q&As</sup>

Oracle Global Human Resources Cloud 2016 Implementation

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### QUESTION 1

Identify the set enabled objects that are used for partitioning reference data

- A. legal entity, department, division, location
- B. jobs, grades, salary plan, rates
- C. enterprise, legal entity, business unit, position
- D. department, location, jobs, grades

Correct Answer: D

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### QUESTION 2

An organization is running a fitness program. They want to identify a Fitness Representative who will be responsible for a group of people in the organization. How should you set this up?

- A. Deploy a Key Flexfield to capture the information.
- B. Deploy a Descriptive Flexfield to capture the information.
- C. Create a new job Fitness Representative and associate that to the person.
- D. Define the person's area of responsibility to reflect Fitness Representative.

Correct Answer: D

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### QUESTION 3

As an implementation consultant, you have defined multiple grades for each job and position. While defining employment terms or assignments, users must be able to select a grade only from the list that has been defined for the job or position. However, all grades are available.

- A. PER\_ENFORCE\_VALID\_GRADES is set to Yes at site level
- B. GRADE\_PAY\_RATE\_TYPE is set to No at site level
- C. PER\_ENFORCE\_VALID\_GRADES is set to No at site level.
- D. PER\_DEFAULT\_GRADE\_FROM\_JOB\_POSITION is set to Yes at user level
- E. PER\_DEFAULT\_GRADE\_FROM\_JOB\_POSITION is set to No at site level.

Correct Answer: C

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### QUESTION 4



Which two statements are true about Action and Action Reasons? (Choose two.)

- A. Terminations predictive analytics uses Actions and Reasons data to identify whether a termination is voluntary or involuntary.
- B. The history of effective date changes can be tracked well by using the Actions framework.
- C. It is mandatory to associate Actions with Action Reasons.
- D. There is always a one-to-one relationship between Action Type and Action.

Correct Answer: AB

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#### QUESTION 5

Which option correctly describes free-form content types?

- A. They do not contain relationships or properties until you add them to a profile type.
- B. They contain relationships and properties as part of the profile type.
- C. They do not contain relationships but contain properties as part of the profile type.
- D. They contain relationships and do not contain properties until you add them to the profile type.

Correct Answer: A

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