# 1Z0-965 Q&As

## Oracle Global Human Resources Cloud 2017 Implementation Essentials

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**QUESTION 1**

As an employee within an organization you access your Public Information/Spotlight page within the Directory.

What updates are you allowed to directly make on this page that all users with access to your Public Spotlight will be able to view?

A. Update area of expertise, area of interest, contact information, profile photo, public message, and HR Representative Information.

B. Update about me, area of expertise, area of interest, contact information, profile photo, public message, and peer information.

C. Update about me, area of expertise, area of interest, contact information, profile photo, public message, and background photo.

D. Update home address, area of interest, contact information, profile photo, public message, and background photo.

Correct Answer: A

**QUESTION 2**

While promoting an employee in the system, it is required that the HR specialist is able to see the name of the next three jobs the employee can progress to in the list of values contained in the Job field.

Which setup meets this requirement?

A. Descriptive flex fields must be defined to hold Progression Job Information.

B. Benchmark all the jobs in the system.

C. Progression Job Information must be defined during job creation.

D. Job Evaluation criteria must be set up during job creation.

E. Create an appropriate job set.

Correct Answer: C

**QUESTION 3**

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 Transfer

B. Transfer

C. Temporary Assignment

D. Global Temporary Assignment

Correct Answer: C

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**QUESTION 4**

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.

What is the cause for this?

A. PER_DEFAULT_GRADE_FROM_JOB_POSITION is set to Yes at user level.

B. PER_DEFAULT_GRADE_FROM_JOB_POSITION is set to No at site level.

C. PER_ENFORCE_VALID_GRADES is set to No at site level.

D. GRADE_PAY_RATE_TYPE is set to No at site level.

E. PER_ENFORCE_VALID_GRADES is set to Yes at site level.

Correct Answer: C

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**QUESTION 5**

As an implementation consultant, you are required to define a legal entity. Which three options are correct about a legal entity?

A. A legal entity may act as a virtual organization.

B. A legal entity must comply with regulations and local jurisdictions.

C. A legal entity can be identified as a legal employer in Human Capital Management.

D. A legal entity can own assets, record sales, pay taxes, and perform transactions.

E. Legal entities are not responsible for payment of social insurance.

Correct Answer: BCD

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