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Oracle Global Human Resources Cloud 2017 Implementation
Essentials

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QUESTION 1

If there is only one valid grade for a job or position, the value will be automatically defaulted in the grade field.

This can be achieved only if _____.

- A. enforce Valid Grades (Y/N) is set to Y in the profile options
- B. default the Grade from Job/Position (Y/N) is set to Y in the profile options
- C. default the Grade from Job/Position (Y/N) is set to N in the profile options
- D. enforce Valid Grades (Y/N) is set to N in the profile options

Correct Answer: B

QUESTION 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 degree.

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 Content Subscribers
- C. Define Talent Profiles > Manage Profile Types
- D. Define Talent Profile Content > Manage Profile Content Items

Correct Answer: A

QUESTION 3

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, job, division, geographies
- B. organization, position, division, geographies
- C. organization, position, department, geographies
- D. organization, job, department, geographies
- E. organization, position, division, establishment

Correct Answer: C

QUESTION 4

Your organization has decided to implement Position Synchronization for a section of workers. At what levels can you configure this feature?

- A. Enterprise HCM Information, Division, and Department
- B. Legal Employer, Division, and Business Unit
- C. Enterprise HCM Information and Legal Employer
- D. Legal Employer, Division, and Country

Correct Answer: A

QUESTION 5

Your company wants to track previous employment information for workers, including employer name, dates of employment, and job description. Which action should you perform?

- A. Create a free-form content type and a new content item.
- B. Create a new content type and content item.
- C. Use a seeded content type and a new content item.
- D. Create a new content type but a seeded content item.
- E. Create a free-form content type without a content item.

Correct Answer: E

QUESTION 6

Which three statements are true about Person Number? (Choose three.)

- A. The Person Number Generation Method cannot be changed once a person has been entered.
- B. Initial Person Number cannot be provided at enterprise level.
- C. The Person Number Generation method can be changed any time.
- D. Initial Person Number can be provided at enterprise level.
- E. Person Numbers for contacts are generated automatically.

Correct Answer: ADE

QUESTION 7

As the HR Administrator you have decided to configure position synchronization. However, when you enter a position on a worker's assignment, all other fields that you have, synchronize default into the assignment, except for the Grade.

What are two reasons for the Grade not defaulting? (Choose two.)

- A. The position has no grades assigned to it.
- B. The PER_ENFORCE_VALID_GRADES profile option is set to N.
- C. The PER_DEFAULT_GRADE_JOB_POSITION profile option is set to N.
- D. The position has more than one valid grade assigned.

Correct Answer: AB

QUESTION 8

For which three customer situations should you implement positions? (Choose three.)

- A. For customers with very fluid organization structures.
- B. If a successor is hired typically into a similar role.
- C. For industries with fixed organization structures, such as Public Sector, Higher Education, and Healthcare
- D. For industries with high turnover, such as Retail.

Correct Answer: ACD

QUESTION 9

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

Identify the three options for the Global Transfer process.

- A. 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.
- B. A new work relationship in the destination legal employer is not created automatically.
- C. The existing employment terms and assignments in the source work relationship are terminated and their status is set to Inactive ?Payroll Eligible by default.
- D. A new worker relationship in the destination legal employer is created automatically.
- E. The Human Resource Representative cannot override the default changes.

Correct Answer: ABC

Reference https://docs.oracle.com/cloud/r13_update17b/globalcs_gs/FAWHR/FAWHR1662739.htm#FAWHR1662739

QUESTION 10

You want to track changes to certain Oracle Global Human Resources Cloud records, for example, changes to employment and assignment records. You want to create your own actions and associate them with predefined action types.

Identify two correct statements about actions.

- A. User-defined actions can be created and linked to predefined action types.
- B. An action must always have an action reason associated.
- C. Only one action can be associated with an action type.
- D. Actions can be launched from the Organization Chart page and are controlled by data security.
- E. Actions are not a mandatory work structure.

Correct Answer: AD

QUESTION 11

What are three advantages of using Position Synchronization?

- A. If you use Position Synchronization, Manager Self Service cannot be used.
- B. Synchronized attributes will be displayed as read-only in the assignment to ensure the position as the only source of truth.
- C. For synchronized attributes, any position update will automatically be pushed to the incumbents' assignments.
- D. The customer can configure which assignment attributes to synchronize from the position.

Correct Answer: BCD

QUESTION 12

Identify the correct option regarding the status of a person who has a Non-Worker work relationship (for example, an external trainer) with a legal employer, and applies for employment with the same legal employer and gets hired as an employee.

- A. The person retains the Non-Worker work relationship with the legal employer.
- B. The person has only an Employee work relationship with the legal employer.
- C. The person no longer has a Non-Worker work relationship and has only an Employee work relationship with the legal employer.
- D. The person has both Non-Worker and Employee work relationship with the legal employer.

Correct Answer: D

QUESTION 13

An employee's job description is "Recruiter" as of 01-Jan-2015. This job was updated in the system to "Consultant" on 01-Feb-2015. The 01-Feb-2015 assignment record is the latest effective dated employment record in the system. On 01-Mar-2015, the HR specialist wants to view this employee's previous employment details and searches for them on the Person Management page. The HR specialist enters the effective as-of date value as 31-Jan-2015 with the search keyword "Recruiter" because the employee was working as a recruiter on 31st Jan 2015. The search returns no rows.

What is causing this?

- A. The Person Management page search does not support Job attribute keywords.
- B. The Update Person Search Keyword process has associated the effective dates with the job attributes in the keyword record resulting in search discrepancies.
- C. The Update Person Search keyword process has failed on 31-Jan-2015 but ran successfully the next day.
- D. The Person Management page search does not support date-effective keywords.
- E. The Update Person Search Keyword process has updated the latest effective dated job attribute in the keyword record.
- F. The Update Person Search Keyword process has failed on 01-Mar-2015 but ran successfully the previous day.

Correct Answer: E

QUESTION 14

An organization uses the Previous Employment content type to capture relevant employment details of employees. What do you do to make this content type available in other applications?

- A. Do nothing. After the content type is created, it is available for use in all applications.
- B. Make sure it is a non-free-form content type.
- C. Specify a Subscriber Code for the content type.
- D. Make sure it is a free-form content type.

Correct Answer: C

QUESTION 15

As an Oracle Global Human Resources Cloud implementation consultant, you are configuring an enterprise structure for an organization that has undergone major restructuring. The client 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 should you do to meet this requirement of the client?

- A. Design the enterprise structure by using individual tasks available for each of the organizations and keep changing it until the final structure is agreed upon.

B. 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 rollback option before creating another structure.

C. Configure multiple enterprise structures by using the Establish Enterprise Structure guided flow. Analyze and compare them by using the configuration review pages, including the Technical Summary Report, before loading the final one.

D. Configure multiple enterprise structures and load all of them simultaneously so that analysis and comparison can be done.

Correct Answer: C

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