



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

Oracle Global Human Resources Cloud 2016 Implementation

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### QUESTION 1

A static approval group named Trio\'' comprises three members - Jacob, Susan, and Dia (in the mentioned order). For all the Manage Employment transactions, the approval should be routed to the "Trio" approval group. When the assignment change transaction is submitted, what is the order in which these three members receive the assignment change approval notification?

- A. System decides the approval route by randomly selecting approvers who are a part of the approval group
- B. First Approver - Dia, Second Approver - Susan, Third Approver - Jacob
- C. First Approver - Jacob, Second Approver - Susan, Third Approver - Dia
- D. All three get the notification at the same time.
- E. The approval is routed alphabetically

Correct Answer: C

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### QUESTION 2

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

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### QUESTION 3

As a line manager, you often use voluntary termination and performance predictions to be aware of worker dynamics and take corrective action. You are aware that these predictions are based on specific attributes from an employee record.

At which level are the attributes that are required for the analysis held?

- A. payroll
- B. setup
- C. job



D. assignment

Correct Answer: D

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#### 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

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#### QUESTION 5

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 relationships with the legal employer.

Correct Answer: D

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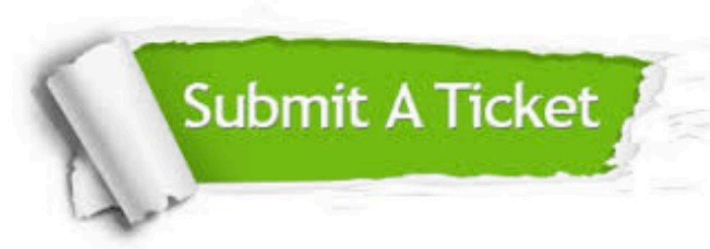
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