1Z0-965 ^{Q&As}

Oracle Global Human Resources Cloud 2017 Implementation Essentials

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QUESTION 1

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

QUESTION 2

In an organization, a line manager is going on a long vacation and wants all his approval notifications to flow to his supervisor for approval in his absence. How can he accomplish this task?

A. A system administrator always has to reassign the approval notification to the supervisor in the line manager\\'s absence.

B. The application automatically delegates the approval to his supervisor based on the leave applied for by the line manager.

C. He has to configure new approval routing policies.

D. A Vacation rule can be set under the Preferences section of worklist notification\\'s Human Capital Management server.

Correct Answer: D

QUESTION 3

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 4

Action Reasons provide further explanation for actions, for example, an action of transfer could have reasons such as reorganization or career progression. As a developer, you have created Actions as part of Oracle Global Human Resources Cloud setup. Now you are in the process of adding Action Reasons.

Identify the three correct statements regarding Action Reasons.

A. Action Reasons can be user defined.

B. Action Reasons are primarily used for analysis and reporting.

C. Worker termination predictions use Action and Action Reason to determine whether termination is voluntary or involuntary.

D. Action Reasons can be deleted if no longer being used.

Correct Answer: ABC

QUESTION 5

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