Vendor: Oracle

Exam Code:1Z0-965

Exam Name: Oracle Global Human Resources Cloud 2017 Implementation Essentials

Version: Demo

QUESTION 1

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 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 hired a female employee on January 1, 2015. This employee got married on June 12, 2015. You received a request from the employee on July 11, 2015 to change her last name from the date of her marriage. You changed the last name of the employee as requested on the same day.

What effective start date for this new employee is displayed by the system as of August 15, 2015?

A. January 1, 2015

B. June 12, 2015

C. July 11, 2015

D. August 15, 2015

Correct Answer: B

QUESTION 4

There are two distinct lists of grades that should be available in two separate business units of your organization. During testing, you notice that the lists of grades of the two business units are not per the requirement.

What went wrong in the setup?

A. All grades are associates with the COMMON set only.

B. An incorrect grade ladder is attaches to the two business units.

C. The grade rates of the two business units have been interchanged.

D. Incorrect Reference Data Sets (Set ID) are used with each Business Unit.

Correct Answer: D

QUESTION 5

A multinational construction company, headquartered in London, has operations in five countries. It has its major operations in the US and UK and small offices in Saudi Arabia, UAE and India. The company employs 3,000 people in the UK and US and 500 people in the remaining locations. The entire workforce in India fails under the Contingent Worker category.

How many Legislative Data Groups (LDGs), divisions, legal employers, and Payroll Statutory Units (PSUs) need to be configured for this company?

A. five LDGs (one for each country), four divisions (UK, US, India, and one for Saudi Arabia and UAE combined), five legal employers, and four PSUs (all except India)

B. five LDGs (one for each country), four divisions (UK, US, India, and one for Saudi Arabia and UAE combined), two legal employers and PSUs (US and UK only, because the workforce is very small in the other countries)

C. four LDGs (UK, US, India, and one for Saudi Arabia and UAE combined), five divisions (one for each country), four legal employers (all except India), and five PSUs

D. five LDGs, five divisions, five legal employers, and five PSUs

Correct Answer: A

QUESTION 6

You are implementing Core HR for a customer. Work timings, standard working hours, organization manager, and cost center information must be captured while setting up the work structure.

Identify the organization type against which you can maintain all these fields.

A. Reporting Establishment

B. Department

C. Business Unit

D. Legal Entity

E. Enterprise

F. Division

Correct Answer: B

QUESTION 7

The HR of Finance Department searches for an employee who is the Finance Auditor. The search is conducted with an effective date of 01-Jan-2015 on the Person Management page. The search does not yield any results.

Identify two reasons for this behavior.

A. The employee has multiple assignments and being a Finance Auditor is a part of the secondary assignment.

B. The employee is working as a contingent worker in Finance Department.

C. The employee is inactive as of 01-Jan-2015.

D. The employee was a contingent worker until 31-Dec-2014 and will rejoin as an employee on 02-Jan2015.

E. The employee is working as an employee in Finance Department.

Correct Answer: CD

QUESTION 8

Which two options are true about Oracle Workforce Predictions?

A. It predicts team/individual involuntary termination and performance.

B. It predicts team voluntary termination and performance.

C. It predicts individual voluntary termination and performance.

D. Contingent Worker and Nonworker work relationships are included.

Correct Answer: BC

QUESTION 9

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 10

Which option represents the basis on which approval routing policies can be defined?

A. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels, Approval Groups, Organization Hierarchy

B. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels

C. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels, Approval Groups

D. Employee Supervisor Hierarchy, Position Hierarchy, Grades, Approval Groups, Organization Hierarchy

Correct Answer: C

QUESTION 11

Your customer is hiring an employee and assigning a line manager to the newly hired employee. What statement is correct?

A. The line manager search is based on the public person security access.

B. The line manager search is based on the job in which the employee is hired; only the job grade higher than the employee job will appear in this list.

C. The line manager search is based on the position hierarchy. Therefore, if an employee is hired in a particular position, the search will populate employees with a higher position than the newly hired employee.

D. All the employees whose employment record has the "Working as Manager" check box marked as "Yes" can appear in the drop-down list.

Correct Answer: B

QUESTION 12

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