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Exam : **1z1-965**

Title : Oracle Global Human
Resources Cloud 2017
Implementation Essentials

Vendor : Oracle

Version : DEMO

NO.1 An organization has multiple legal entities that need to be registered with more than one jurisdiction. Also, legal authority information needs to be printed on statutory reports. As an Oracle Global Human Resources Cloud implementation consultant, which three options must you be aware of while defining legal jurisdiction and authorities for this organization? (Choose three.)

- A. Legal authorities are mandatory in Oracle Global Human Resources Cloud.
- B. Income tax jurisdiction needs to be created to report income tax to the legal authority.
- C. Because there are multiple registrations, at least one jurisdiction must be defined as the identifying jurisdiction.
- D. Legal authorities are defined in Enterprise Structure Configurator.
- E. When a legal entity is created, one legal reporting unit is automatically created for that legal entity with a registration.

Answer: B,C,D

NO.2 Which three options are true regarding Grade Ladders? (Choose three.)

- A. Two types of Grade Ladders are available.
- B. Grade Ladders are used to group grades or grades with steps.
- C. A Grade Ladder cannot be created with a combination of both grades and grades with steps.
- D. A Grade Ladder can be created with a combination of both grades and grades with steps.
- E. Five types of Grade Ladders are available.

Answer: A,B,C

NO.3 Identify the three delivered free-form content types of Profile Management.

- A. Career Preferences
- B. Potential
- C. Accomplishments
- D. Honors and Awards
- E. Languages

Answer: C,D,E

NO.4 A Human Resource Specialist is hiring a new employee in the application. While creating the employee record, he enters personal information and employment details and, when submitting the transaction, encounters an error.

Part of the error message reads "NewPersonEmploymentApproval to NewPersonEmploymentApprovalRules_NewPersonRuleSet failed with Business Fault: null. Check the underlying fault. Check target SOA component for cause".

The Human Resource Specialist raises a service request with the internal support team. What is the cause of this error?

- A. The BPM task NewPersonEmploymentApproval is not set up properly.
- B. The Update Person Keyword Search process must be run before hiring a person.
- C. A security profile needs to be defined for the human resource specialist to hire a person.
- D. The Human Resource Specialist does not have the required privilege for the New Person Employment process.

Answer: A

NO.5 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. August 15, 2015
- B. January 1, 2015
- C. July 11, 2015
- D. June 12, 2015

Answer: D

NO.6 An employee accesses their Personal Information work area and wants to create his personal payment method.

On navigating to the link, the employee sees that the 'Create' icon is disabled and is unable to create their personal payment method. The employee raises a service request to troubleshoot this issue. What are the two options the Analyst supporting the service request should look at for the root cause? (Choose two.)

- A. The employee does not have a payroll relationship associated.
- B. The Payroll Definition does not have a Valid Payment Method assigned.
- C. The employee does not have a valid payment method.
- D. The elements are not defined.

Answer: A,B

NO.7 Which employment actions can a Line Manager perform through the Smart Navigation icon within the Directory search results, organization chart, or while viewing the public spotlight page of their direct reports?

- A. Promote, Transfer, Terminate, Location change, Manager change, and Add Additional Assignment.
- B. Promote, Transfer, Terminate, Location change, Manager change, and Working Hours change.
- C. Promote, Transfer, Terminate, Location change, Create Work Relationship, and Add Additional Assignment.
- D. Promote, Suspend, Terminate, Location change, Manager change, and Add Additional Assignment.

Answer: C

NO.8 Identify three correct statements about Workforce Life Cycle. (Choose three.)

- A. Line managers can create and manage work relationships, employment terms, and assignments for all workers.
- B. The Add Person tasks include creating a new person's first work relationship with the enterprise.
- C. Line Managers can transfer their direct and indirect reports only.
- D. HR specialists and line managers can create and manage work relationships, employment terms, and assignments for all the workers.
- E. HR specialists can create and manage work relationships, employment terms, and assignments for the workers to whom they have security access.

Answer: B,C,E