

Oracle 1Z0-965 Exam

Volume: 91 Questions

Question No: 1

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

Answer: B,D,E

Question No: 2

Which three options are true regarding Grade Ladders? (Choose three.)

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

Answer: C,D,E

Question No: 3

You are implementing the Checklist functionality for one of your customers. The customer wants the checklist template to be allocated to persons automatically.

What should you do to achieve the required functionality?

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- A. Managers can automatically allocate checklist templates to the persons whom they manage from Person Gallery
- B. Associate the eligibility profile with the checklist template to allocate the checklist to persons automatically when they satisfy the criteria built in the eligibility profile.
- C. Associate the action with the checklist template to allocate the checklist to persons automatically when they experience the action.
- D. Associate the area of responsibility with the checklist template to allocate the checklist to persons automatically when they are given the specific area of responsibility.
- E. Associate a life event with the checklist template to allocate the checklist to persons automatically when they experience the event.

Answer: C

Question No: 4

An organization wants to include a security profile in an HCM data role and then provision the data role to a user. Identify the option which lists the HCM object types for which the security profiles can be created.

- A. Person, Organization, Position. Legislative Data Group, Location. Grade. Document Type, Payroll. Payroll Flow
- B. Person, Organization, Position. Legislative Data Group, Country, Grade, Document Type. Payroll, Payroll Flow, Workforce Business Process
- C. Person, Organization, Position, Legislative Data Group, Country, Document Type. Payroll, Payroll Flow, Workforce Business Process
- D. Person, Organization, Position, Legislative Data Group, Location, Grade, Document Type, Payroll, Payroll Flow, Workforce Business Process

Answer: C

Question No: 5

A public holiday message is displayed on the gallery page for the German employees of the organization.

Identify two reasons why the holiday message can also be viewed by some of the French employees on their portrait page. (Choose two.)

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- A. The employees are terminated.
- B. The event message under the "Public Holiday" calendar event category is viewed by everybody.
- C. The French employees have their primary work schedule associated with the "Public Holiday" calendar event category.
- D. The French region is associated with the calendar event.
- E. The "Public Holiday" calendar event category controls the visibility of the calendar event messages.

Answer: C,D

Question No: 6

You are part of a new implementation and have the seeded HR Specialist role. You are able to find all the workers in Person Gallery, but not able to view a single worker on the Person Management page.

Identify two reasons for this. (Choose two.)

- A. The Person Security Profile in the data role, which is attached to the seeded HR Specialist application role, does not allow the person access to data.
- B. The Refresh Manager Hierarchy process is not run in the instance.
- C. The Public Person Security Profile is set up as View All People in the data role, which is attached to the seeded HR Specialist application role.
- D. The seeded HR Specialist role does not have access to hire the worker in the instance.
- E. The Person Profile is not created for any of the employees in the new instance.

Answer: A,D

Question No: 7

A manager in an organization plans to implement a three-tier employment model and wants to ensure that the same attributes are applied to each person in the organization.

Which approach would you recommend to meet this requirement?

- A. Set the values in employment terms and prevent override at assignment level.

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- B. Do not set the values in employment terms and prevent override at assignment level.
- C. Set the values in employment terms and allow override at assignment level.
- D. Do not set the values in employment terms and allow override at assignment level.

Answer: A

Question No: 8

As an implementation consultant, you are in the process of setting up geographies in the application.

Which three statements are true about defining geographies? (Choose three.)

- A. It is mandatory to define geography validations before geography hierarchy can be defined.
- B. You must set geography validation for the specific address style for a country.
- C. Geography type can either be defined by a user or can be geopolitical.
- D. You must identify the top-level of geography as Country and define a geography type.
- E. You must map geography to reporting establishments for reporting purposes.

Answer: B,C,D

Question No: 9

Which three options are true about Oracle Workforce Predictions? (Choose three.)

- A. Performance predictions are available for both teams and individual assignments.
- B. Contingent Worker and Nonworker work relationships are included.
- C. It predicts individual voluntary termination and performance.
- D. It predicts team voluntary termination and performance.
- E. It predicts team/individual involuntary termination and performance.

Answer: A,C,D

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Question No: 10

Which three options are true about the Global Person model? (Choose three.)

A. Person records are global, independent of legal employers, and created only once for any person.

If the person leaves the enterprise, the person's work relationships are terminated.

B. Person records continue to exist even when the person has no current work relationships in the enterprise and no current contact relationships with other workers.

C. Person records cease to exist when a person is terminated from an organization.

D. Person records hold information that is personal, such as name, date of birth, and disability information, or that may apply to more than one work relationship, such as national ID.

E. Person records are auto-archived two years after a person is terminated from an organization.

Answer: A,B,D

Question No: 11

As an implementation consultant, you are in the process of building the enterprise structure. Which three facts about Legislative Data Group must you be aware of? (Choose three.)

A. Each Legislative Data Group can contain only one legal entity that acts as a payroll statutory unit.

B. Legislative Data Group supports the configuration of objects with a strong legislative context, such as payroll, absence types, elements, and rates of pay.

C. It is required to associate country and currency details while defining Legislative Data Group.

D. Legislative Data Groups can span enterprises

E. Legislative Data Groups do not span enterprises.

Answer: B,C,D

Question No: 12

A manager checks the availability of a worker. The manager is not aware that the worker does not have a work schedule assigned. Which of the three items will be used to determine the availability of a worker? (Choose three.)

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- A. Contract Data
- B. Time Sheet
- C. Absences
- D. Standard Working Hours
- E. Calendar Events

Answer: C,D,E

Question No: 13

A customer has a requirement to add a new Action when hiring Part-Time Employees. What is the correct option?

- A. Create an additional Action type Hire Part-Time Employee and do not associate it with any Action type.
- B. Create an additional Action Reason Hire Part-Time Employee and associate it with the Action type Manage Employee.
- C. Create an additional Action Hire Part-Time Employee and associate it with the Action type Hire an Employee.
- D. Create an additional lookup with the value Hire Part-Time Employee

Answer: C

Question No: 14

A user has reported that one of his or her saved transactions was not available anymore from the transaction page. What could be the reason for this behavior?

- A. The saved transaction was withdrawn by HR.
- B. An identical transaction that was initiated for the person by another user was applied to the database.
- C. The saved transaction was rejected by the approval authority.
- D. The saved transaction was future dated. The application displays only those transactions

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where the transaction date is less than or equal to system date.

Answer: B

Question No: 15

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. Legal authorities are defined in Enterprise Structure Configurator.
- D. When a legal entity is created, one legal reporting unit is automatically created for that legal entity with a registration
- E. Because there are multiple registrations, at least one jurisdiction must be defined as the identifying jurisdiction.

Answer: B,C,E

Question No: 16

The Human Resource Representative of the organization is trying to set up the grade rates. During the process, she realizes that the grades were created without steps. Identify two options for adding rates to the grade. (Choose two.)

- A. First add the rates for each step, then add the grade to a grade ladder.
- B. Add the rates separately using the Manage Grade Rates task.
- C. Use the Default Grade rates that are available upon creating grades.
- D. Add the rates at the same time as when you add the grade using the Manage Grades task
- E. First add the grade to a grade ladder, then add the rates for each step.

Answer: B,D

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Question No: 17

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

- A. Initial Person Number can be provided at enterprise level.
- B. If the Person Number generation method is once set to manual, it can be changed to automatic if a person record is created.
- C. Person Numbers for contacts are generated automatically.
- D. Initial Person Number cannot be provided at enterprise level.
- E. If the Person Number generation method is once set to manual, it can be changed to automatic even if a person record is created.

Answer: A,C,E

Question No: 18

As an implementation consultant, you are required to define a legal entity. Which three options are correct about a legal entity? (Choose three.)

- A. A legal entity can be identified as a legal employer in Human Capital Management.
- B. A legal entity must comply with regulations and local jurisdictions.
- C. A legal entity can own assets, record sales, pay taxes, and perform transactions.
- D. A legal entity may act as a virtual organization.
- E. Legal entities are not responsible for payment of social insurance.

Answer: A,B,C

Question No: 19

While promoting an employee in the system, it is required that the HR specialist be able to see the name of the next three jobs the employee can progress to in the list of values against the Job field.

Which setup meets this requirement?

- A. Descriptive flex fields must be defined to hold Progression Job Information.

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- B. Create an appropriate job set
- C. Benchmark all the jobs in the system.
- D. Job Evaluation criteria must be set up during job creation.
- E. Progression Job Information must be defined during job creation.

Answer: E

Question No: 20

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 this information.

- A. Department
- B. Business Unit
- C. Enterprise
- D. Legal Entity
- E. Division
- F. Reporting Establishment

Answer: A

Question No: 21

You are implementing Oracle Global Human Resources Cloud for a customer. What is the correct order (or implementing the Action Framework?

- A. Action, Action Type, Action Reason
- B. Action, Action Reason, Action Type
- C. Action Type, Action, Action Reason
- D. Action Type, Action Reason, Action

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Answer: C

Question No: 22

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

Identify the three options for Global transfer process {Choose three.}

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

Answer: A,C,D

Question No: 23

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 autoapproved.

Answer: B