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Oracle Fusion Human Capital Management 11g Human Resources
Essentials

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QUESTION 1

You are setting up the security profile for the HCM object types. All security profile definitions for these HCM objects are eventually visible in the Oracle Fusion Middleware Authorization Policy Manager (APM). In the Fusion APM application, for which HCM object types can you create security profiles?

- A. Person, Name, Gender, Address
- B. Person, Working Hours, Assignment type
- C. Person, Organization, position, Payroll
- D. Person, Location, Grade, User Status
- E. Name, Birth date, Age, Person type

Correct Answer: C

You can create security profiles for the following HCM object types:

*

Person / Managed person / Public person

*

Organization

*

Position

*

Payroll

*

Legislative data group (LDG)

*

Country

*

Document type

*

Payroll flow

Reference:

Oracle Fusion Applications Workforce Deployment Implementation Guide 11g, HCM Object Types

QUESTION 2

An organization has a requirement to capture the contract details of a worker. Also, there may be multiple employment terms for a work relationship. The organization has indicated that it may not have a multiple assignment requirement.

As an implementation consultant, you are aware that this can be handled through the three-tier employment model.

Which option will you select while configuring the employment model for the enterprise or legal employer, to best handle the organization's requirement?

- A. Multiple Employment Terms with Multiple Assignments
- B. Multiple employment Terms with Single Assignment
- C. Single Employment Terms with Multiple Assignments
- D. Single Employment Terms with Single Assignment
- E. Only Multiple Employment Terms

Correct Answer: B

Multiple Employment Terms with Single Assignment

Each work relationship can contain one or more sets of employment terms, and each set of employment terms can contain a single assignment.

Note:

*The employment model is designed to support simple or complex global work relationships. Employment structures are designed to improve accuracy and reduce confusion in a diverse operating model. By segmenting validation data into

logical groupings, organizations have the flexibility to create context-sensitive choice lists for appropriate use by lines of business or geography.

*

The three-tier employment model comprises three types of entities, which are work relationships, employment terms, and assignments. Users can include contract details in employment terms.

When you configure the employment model for the enterprise or legal employer (when you create or update the enterprise or legal employer), the following three-tier options are available:

*

Single Employment Terms with Single Assignment

Each work relationship contains one set of employment terms, and each set of employment terms contains one assignment.

*

Single Employment Terms with Multiple Assignments

Each work relationship contains one set of employment terms, and the employment terms can contain one or more

assignments.

*

Multiple Employment Terms with Single Assignment

Each work relationship can contain one or more sets of employment terms, and each set of employment terms can contain a single assignment.

*

Multiple Employment Terms with Multiple Assignments

Each work relationship can contain one or more sets of employment terms, and each set of employment terms can contain one or more assignments.

Reference:

Oracle Fusion Applications Compensation Management Implementation Guide 11g, The Three-Tier Employment Model: Explained

QUESTION 3

You need to create an HCM data role user with "view all" access. This data role is based on the HCM administrator job role and combines those entitlements with unrestricted access to data in the secured objects. How can you properly assign a security profile to this new role?

- A. Assign a predefined security profile to relevant functional or duty roles using the Oracle fusion Human Capital Management (HCM) setup task manage data role and security profiles.
- B. Assign a predefined security profile to relevant job or duty roles using the Oracle Fusion Human Capital Management (HCM) setup task manage data role and security profiles.
- C. Assign a predefined security profile to relevant job or abstract roles using the Oracle Fusion Human Capital Management (HCM) setup task manage data role and security profiles.
- D. Assign a predefined security profile to relevant job or functional roles using the Oracle Fusion Human Capital Management (HCM) setup task manage data role and security profiles.
- E. Assign a predefined security profile to relevant data or position roles using the Oracle Fusion Human Capital Management (HCM) setup task manage data role and security profiles.

Correct Answer: B

Creating a Data Role for Implementation Users

Create a Human Capital Management Application Administrator View All data role. This data role is based on the Human Capital Management Application Administrator job role and extends that role with unrestricted access to data in the

secured objects that the role is authorized to access. Users assigned to this data role can perform all of the HCM setup steps.

In the security reference implementation, the IT Security Manager job role hierarchy includes the Data Role Management Duty role(B), which is entitled to create a data role for Human CapitalManagement Application

Administrator (the

entitlement is Manage HCM Data Role). This entitlement provides the access necessary to perform the Create Data Role for Implementation Users task in Oracle Fusion Global Human Resources.

Reference:

Oracle Fusion Applications Workforce Development Implementation Guide 11g, Common Applications Configuration: Define Implementation Users

QUESTION 4

Select the four products offered as part of the Oracle Fusion HCM product family under the business process category of Workforce Development.

- A. Profile Management
- B. Performance and Goal Management
- C. Time and Labor
- D. Talent Review
- E. Network at Work
- F. Learning Management

Correct Answer: ABDF

Reference:

Oracle Fusion Applications Workforce Deployment Implementation Guide

QUESTION 5

If multiple people update a performance rating for a competency on a worker's profile, what is used to provide a unique identifier to each instance of the competency so that you can determine who provided what rating?

- A. Rating model
- B. Content subscriber
- C. educational establishment
- D. Instance Qualifier
- E. Content library

Correct Answer: D

You assign instance qualifiers to content types. Instance qualifier sets uniquely identify multiple instances of a content item on a profile. For example, if multiple people update a performance rating for a competency on a worker's profile,

instance qualifiers provide a unique identifier to each instance of the competency so that you can determine who provided each rating.

Reference:

Oracle Fusion Applications Marketing Implementation Guide 11g, Instance Qualifier Sets

QUESTION 6

The HR Administrator/Line Manager has entered the details of a potential hire. However, the application indicates the existence of a duplicate person record. Which three actions can the HR Administrator/Line Manager take?

- A. rehire the employee
- B. delete the duplicate record
- C. no action (Employee Work Relation Exists)
- D. append the last name with the number of duplicate records found
- E. create a new work relationship
- F. modify the existing work relationship to reflect the new one

Correct Answer: ABF

Note:

Real-time duplicate prevention finds use in data quality service consuming applications such as Oracle Fusion Receivables and Oracle Fusion Customer Center. When users try to enter a new person, organization, or location record through

their UI into the Oracle Fusion trading community registry, the service finds all possible duplicate records that may exist in the registry for an entered record, and assigns a match score to each potential duplicate identified. Based on the match

score returned by the service and the threshold settings in the configuration, the calling application can provide the option to either select an existing duplicate record or continue to create a new record.

Reference:

Oracle Fusion Applications Customer Data Management Implementation Guide 11g, Consuming Applications

QUESTION 7

Identify the correct description of the free-form content type

- A. Free form content types do not contain relationships and do not contain properties until you add them to a profile type.
- B. Free-form content types contain relationships and contain properties as part of profile type.
- C. Free-form content types do not contain relationships but contain properties as part of profile type.

D. Free-form content types contain relationship and do not contain until you add them to a profile type.

Correct Answer: A

Free-form content types enable you to capture information in a profile that you do not need to store in the content library. For example, you can set up a free-form content type to store information about the previous employment information for

your workers. A free-form content type contains only a code, name, and a description, and does not have any properties defined for it until you add it to a profile type. Free-form content types do not include any content items.

Reference:

Fusion Applications Help, Define Workforce Profiles FAQs

QUESTION 8

You are given the task of identifying the ongoing maintenance activities that can be performed from the Work Structure work area. Identify five valid options.

- A. Manage Enterprise
- B. Manage Department
- C. Manage Business Unit
- D. Manage Professional Bodies
- E. Manage Reporting Establishment
- F. Manage Legal entities
- G. Manage Legislative Data Groups
- H. Manage Disability Organizations
- I. Manage Division

Correct Answer: ABCFG

Note: Identifying the Work Structures

You identify each of the work structures using a security profile of the relevant type.

To identify:

*

Departments (B), business units (C), and legal employers (F), you use organization security profiles

*

Positions, you use a position security profile

*

LDGs (G), you use an LDG security profile

*

Payrolls, you use a payroll security profile These security profiles are reusable: you can include them in any person security profile where they can identify the relevant data instance set of person records. The person security profile inherits the data instance set of any security profile that you include.

QUESTION 9

As an implementation consultant, you are involved in the migration activity. If, during the premigration stage, the duplicate person records are merged, can you state the reason for this?

- A. because person records are global in Fusion
- B. because person records are dependent on legislation
- C. because one person can have only one work relationship
- D. because person records are not Global in fusion

Correct Answer: A

A single global person record tracks information for employees or contingent workers. The single person record may then be associated with multiple work relationships in the employment model. This increases data integrity while reducing

administrative overhead and provides for enhanced reporting capabilities.

Reference:

Oracle Fusion Human Capital Management, Oracle Data Sheet

QUESTION 10

Which three statements are key Features of work structures?

- A. Jobs and positions are integrated with profiles.
- B. Basic Grade Ladders can be set up in Core; a user can add progression rules in Grade Step Progression later.
- C. Only one rate can be associated with a grade and payscale.
- D. Typically, attributes get defaulted from either department or job to the position, then to the terms and conditions, and then to the assignment.
- E. Profiles and payscales are integrated.

Correct Answer: BDE

B: Grade steps are distinct increments of progression within a grade. You can set up grades with or without grade steps.

Note:

* Grade Scale

A sequence of steps valid for a grade, where each step corresponds to one point on a pay scale. You can place each employee on a point of their grade scale and automatically increment all placements each year, or as required.

QUESTION 11

Your company is using Oracle E-Business Suite 11.5.10 HRMS for HR, Payroll, and Benefits. You are looking for a strategic way to upgrade your applications and the main factors for consideration are return on Investment and minimal risk.

In the role of a Business Analyst you have been asked to evaluate the options for upgrading to R12 and moving to Oracle Fusion Applications?

What is the first step in the road map to move to Oracle Fusion Applications?

- A. Move Payroll and Benefits to Oracle Fusion. Adopt the coexistence model with HR on EBS 11.5.10.
- B. Evaluate R12 for the value it would add to the current investment.
- C. Move all the applications to Oracle Fusion.
- D. Move any of the core modules, such as HR, payroll, or benefits, to Oracle Fusion. Later, move other modules to Oracle fusion.

Correct Answer: B

An assessment of current business requirements and solutions should be conducted before a coexistence model is proposed. A coexistence model may be implemented as part of a phased approach toward establishing an entire Oracle

Fusion Applications footprint.

Reference:

Roadmaps to Oracle Fusion Applications for Current Oracle Applications Customers, Oracle White Paper

QUESTION 12

As an implementation consultant, you created an action "Hire A Part-Time Employee" to hire part time employees. You want the action to appear in the Action List of the predefined "Hire an Employee" page. What should you do to ensure this?

- A. Create a new Action type.
- B. Nothing, the system will automatically detect and associate it with the page.
- C. Associate it with the "Hire an Employee" Action Type.
- D. New actions cannot be created

Correct Answer: C

Action type identifies the type of business process associated with the action and determines what happens when you select an action. An action type is associated with one or more predefined actions. You can create your own actions and

associate them with the predefined action types. For example, the Hire an Employee action type is associated with the Hire action. You could create an action Hire Part-Time and associate it with the Hire an Employee action type. Your action

appears in the Action list of values on the Hire an Employee page. To hire a part-time employee, you could select the Hire Part-Time action instead of the predefined Hire action.

Reference:

Oracle Fusion Applications Coexistence for HCM Implementation Guide 11g, Action Type

QUESTION 13

The HCM Security profile defines data security conditions on instances of object types, such as per records, positions, and document types .

- A. through authorization from reading secured data
- B. without requiring users to enter SQL code
- C. with the help of users by entering SQL code
- D. without role provisioning
- E. through role provisioning

Correct Answer: B

An HCM security profile defines data security conditions on instances of object types such as person records, positions, and document types without requiring users to enter SQL code.

Reference:

Oracle Fusion Applications Security Guide 11g, Data Security: Explained

QUESTION 14

The information on the Overview tab of Navigator > Career > Profiles is similar to which card within the Person Gallery work area?

- A. Experience and qualification
- B. Activities and interests
- C. Development and growth
- D. Career planning
- E. Availability

Correct Answer: D

Note:

* The Person Gallery modular layout with layering enables users to zoom to more information in one click without leaving the work space.

QUESTION 15

ABC company is implementing Oracle Fusion Core HR product only and has not licensed any other Management product. As an implementation consultant, you can still set up talent notifications via "Manage Notifications Setup" page, because this setup page is \\owned\\ by.

- A. Oracle Fusion Goal Management
- B. Oracle Fusion Profile Management
- C. Oracle Fusion Performance Management
- D. Oracle Fusion Talent Review
- E. Oracle Fusion Compensation Management

Correct Answer: A

In the Define Worker Goal Setting activity, human resource (HR) specialists can manage performance and development goal plans, assign goals to workers using a mass process, administer worker goals, and manage the goal library. For setup tasks only, the HR specialist can also:

*

Set profile options to specify the Oracle Fusion Goal Management features that your organization will use, such as the goal library, and goal plans, and approvals.

*

Manage common lookups and update those that have user or extensible customization levels.

*

Manage e-mail notification settings that are sent to workers and managers reminding them of upcoming events and approvals. Note: Talent Management include

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Oracle Fusion Goal Management

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Oracle Fusion Performance Management

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Oracle Fusion Talent Review

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Oracle Fusion Workforce Compensation

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Oracle Fusion Network at Work

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Oracle fusion Incentive Compensation

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