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Oracle Fusion Human Capital Management 11g Human Resources Essentials

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QUESTION 1

You want to compare two employees. Identify four work areas from where you can access the "Compare" functionality.

- A. Workforce Structures
- B. Person Gallery
- C. Person Portrait
- D. Dashboards
- E. Talent Profile
- F. Goal and Performance
- G. Talent Review

Correct Answer: CEFG

C: You can create what-if scenarios using the Person Portrait to model different reward results. In this way, you optimize the reward package that most effectively mitigates the risk of an employee leaving. Next, you compare the employee with one of his peers. You can graphically compare employees using a variety of data points to best understand each employee's strengths and weaknesses.

G: A key feature of Oracle Fusion Talent Review is to make better organizational decisions with integrated profile comparison

QUESTION 2

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

- A. Compensation Management
- B. Time and Labor
- C. Incentive Management
- D. Benefits Management
- E. Global Payroll
- F. Global HR

Correct Answer: ACD

Compensation and Benefits are set up and entered within Workforce Rewards. Note: Workforce Rewards benefits include: Compensation Planning and Simulation

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Create multiple base and incentive pay plan scenarios to analyze the cost and return on investment of proposed



changes.

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Define compensation plan eligibility groups and base and incentive pay rules.

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Design pay structures with the optimal mix of base and incentive pay.

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Adjust pay structures, eligibility rules, and formulas to create compensation models for running scenarios. *Identify the difference between actual cost and the eventual employee value of different compensation elements.

QUESTION 3

As an implementation consultant, you are required to explain the differences between person numbers and worker numbers to the client's Super User. Which two options best describe the difference between person numbers and worker numbers?

A. A. The person number is the person record's unique ID when you create the record. Worker numbers identify employee and contingent worker work relationships.

B. The person number is allocated automatically when you create the record. Allocation of worker numbers can be either automatic or manual.

C. The person number is the person record's ID when you create the record. Person number may not be unique in the enterprise. Worker numbers identify employee and contingent worker work relationships. A person with multiple such relationships has multiple worker numbers.

D. The person number is allocated wither automatically or manually, when you create the record. Allocation of worker number can be either automatic or manual.

Correct Answer: AB

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person number

A person ID that is unique in the enterprise, is allocated automatically to the person record, and does not change, even if the person leaves and later rejoins the enterprise.

*

Worker numbers can be generated either manually or automatically.

If you select manual generation, then you are recommended to define a numbering scheme to suit local requirements. For example, determine whether uniqueness within the enterprise or at the legal employer level is important, and define the numbering scheme accordingly.

If you select automatic worker-number generation, numbers can be allocated from either an enterprise sequence or a legal employer sequence. If you use a legal-employer sequence, worker numbers are not guaranteed to be unique in the



enterprise. Also, they cannot be transferred outside the legal employer: if a worker leaves the enterprise and later starts a new workrelationship of the same type but with a different legal employer, a new worker number is allocated to the work relationship.

Reference:

Oracle Fusion Applications Workforce Deployment Implementation Guide 11g, Selecting the Number-Generation Method

QUESTION 4

Company ABC is a third-party payroll and benefits administrator for Company XYZ. ABC is planning to adopt Oracle Fusion HCM to administer payroll and benefits. ABC sees a large number of customizations to be done to meet its client's requirements. What is the best deployment option for ABC?

- A. Hosted
- B. SaaS
- C. On-Premise
- D. Home grown

Correct Answer: C

We need an On-Premise deployment model to be able to create custom applications.

Note: On-premise--With this deployment option, the customer purchases the product licenses and is responsible for HR software and infrastructure installation, configuration, and management--offering the most control for customers (along with the highest initial price).

Note 2: Oracle Fusion HCM Software Pricing and Deployment Options

One of the more unique features of the Oracle Fusion HCM software is that the solution is architected on a single code base for both SaaS and on-premise deployment models--essentially meaning that depending on business needs,

organizations have the ability to move from SaaS to on-premise and vice versa if desired. Hence, Oracle Fusion HCM software can be deployed in a multitude of ways, including:

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Software-as-a-Service (SaaS)--Oracle retains the product licenses and is responsible for software and infrastructure delivery and management. Customers subscribe to the services and support plans they want.

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On-premise--With this deployment option, the customer purchases the product licenses and is responsible for HR software and infrastructure installation, configuration, and management--offering the most control for customers (along with

the highest initial price).

*Hosted--With this option, the customer purchases the product licenses, but Oracle (or an Oracle Partner) is responsible



for the software and infrastructure installation, configuration, and management at a remote datacenter. With this option, customers get high scalability without having to invest in additional infrastructure; however, it should be noted that hosting partners must have an Oracle database and platform stack.

Reference:

Oracle Fusion Middleware Administrator's Guide for Oracle Adaptive Access Manager, Multitenancy

QUESTION 5

Action Reasons provide further explanation to 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 the setup of Fusion HCM. Now you are in the process of adding Action Reasons. Identify the three correct statements regarding Action Reasons

- A. Action Reasons are primarily used for analysis and reporting.
- B. Worker termination predictions use Action and Reason to determine whether termination is voluntary or involuntary.
- C. Action Reasons can be user defined.
- D. Action Reasons need not be associated with action.
- E. Action Reasons can be deleted if no longer being used.

Correct Answer: ABC

You can optionally associate reasons with actions, for example, a generic action of termination could have reasons such as voluntary retirement or involuntary layoff (C). The primary reason for doing this is for analysis and reporting purposes

(A).

You can view the action and reason details in the Employee Termination Report.

Line managers can view predictions about who is likely to leave voluntarily, which are based on existing and historical terminations data (B). The process that generates the predictions uses the action and reason data to identify whether a

termination is voluntary or involuntary. When managers allocate compensation to their workers, they can select from a list of action reasons that help identify the type of or reason for the compensation allocation.

Reference:

Oracle Fusion Applications Coexistence for HCM Implementation Guide Action Reason

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