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Oracle Fusion Human Capital Management 11g Human Resources Essentials

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QUESTION 1

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 2

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

QUESTION 3

As an HR Specialist in your company, you are responsible for setting up the Performance rating model. You navigate to Manage Ratings Model and select seeded "Performance Rating Model". Out of the four tabs available to update, the Distributions tab is used only by which Oracle Fusion product in determining target distributions?

- A. Goal Management
- B. Compensation Management
- C. Performance Management
- D. Talent Review

Correct Answer: C

Create a rating model distribution to set target percentages for worker overall performance ratings that your organization prefers for each rating level of a rating model. The comparison of the target rating model distribution to the actual

distribution of overall ratings managers give their workers on completed performance documents appears in the Rating Distribution analytic that appears on the Performance Manager Overview page.

Reference:

Oracle Fusion Applications Marketing Implementation Guide 11g, Manage Target Ratings Distribution

QUESTION 4

Which three concerns of ERP Customers are addressed by Oracle Fusion Applications?

- A. managing Users and Entitlements
- B. Role Based Access Control
- C. Governance, risk, and compliance
- D. Service oriented security
- E. User access and password management
- F. Browser security

Correct Answer: ABC

B: Role-based experience, tested by the world's leading organizations.

C: Oracle Fusion Governance, Risk, and Compliance (GRC), a component of the Oracle Fusion Applications suite, sets a new standard for risk management and compliance. Note: ERP: Enterprise Resource Planning

**QUESTION 5**

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 degrees. Identify the correct setup task in FSM > Define Workplace Profiles.

- A. Define Telnet > manage Profile Types
- B. Define Telnet Profile Content > Manage Content Subscribers
- C. Define Telnet Profile Content > Manage Profile Content Items
- D. Define Telnet Profile Content > Manage Educational Establishments

Correct Answer: D

Manage Educational Establishments: Create and update a list of educational establishments that your workers have attended, including high schools, colleges, universities, and professional schools.

Reference:

Oracle Fusion Applications Product Information Management Implementation Guide 11g, Define Enterprise: Manage Enterprise HCM Information

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