1Z0-584^{Q&As}

Oracle Fusion Human Capital Management 11g Human Resources Essentials

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QUESTION 1

You are an HR specialist in your company and you need to set "Career Potential" as a content type. Which two roles should be granted access for the content section?

A. Employee

B. Managers

C. HR Specialist

D. Worker

Correct Answer: BC

QUESTION 2

You are about to process the transfer for an employee. You realized that an appropriate action reason not available in the Action Reason field after entering the value in the Action field. What must you do to proceed with the transfer process?

A. Customize the UI and Business Process for this because user defined Action Reasons are not allowed.

B. Handle this scenario manually.

C. Create a new user defined Action Reason because the creation of user-defined Action Reasons is allowed.

D. Do the updates from the back end because the UI does not support this.

Correct Answer: C

Note: Action Reason

You can optionally associate reasons with actions, for example, a generic action of termination could have reasons such as voluntary retirement or involuntary layoff.

The primary reason for doing this is for analysis and reporting purposes. 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. 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
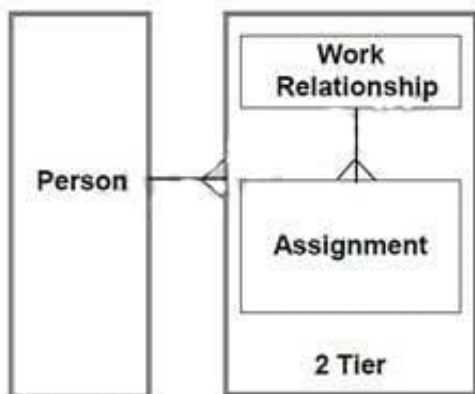
QUESTION 3

An enterprise wants to switch from "Single employment terms with multiple assignments" model to "Multiple employment terms with multiple assignments" model. Select the valid option regarding when the above is possible.

A. only ifno work relationship exists between an enterprise and a legal employer

B. by removing all the previous work relationship and creating new relationships in the new model

C. at any time without any constraint

D. by setting up a now legal employer

Correct Answer: B

Fusion HCM Oracle includes employment models. There are two models, the 2 tier and the 3 tier model. The difference between the two models is the employment terms, a set of terms and conditions to govern one or more assignments.
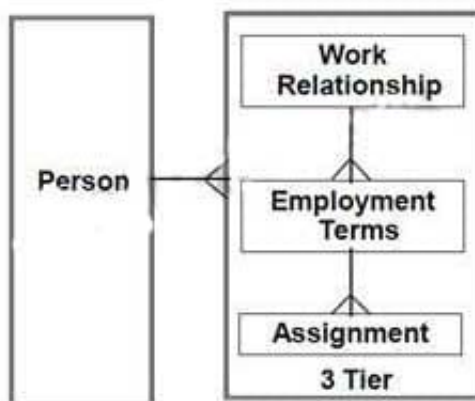
QUESTION 4

You are currently in the process of modeling an HCM Organization and have to identify the entity that an employ people. Identify the option that best describes a legal employer:

A. Legal entities that employ people arecalledlegal employers.

B. Divisions that employ people are called legal employers.

C. Departments that employ people are called legal employers.

D. Business Units that employ people are called legal employers.

E. An enterprise that employs people is called legal employers.

Correct Answer: A

When you set up legal entities, you can identify them as legal employers and payroll statutory units, which makes them available for use in Oracle Fusion Human Capital Management (HCM).

Reference:

Oracle Fusion Applications Coexistence for HCM Implementation Guide, Payroll Statutory Units, Legal Employers, and Tax Reporting Units: How They Work Together

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QUESTION 5

You are implementing Core HR for a customer. Work timings, standard working hours, organization manager, and the cost center information have to be captured while setting up the work structure. Identify the organization type against which you can maintain this information.

A. Enterprise

B. Legal Entity

C. Business Unit

D. Division

E. Department

F. Reporting Establishment

Correct Answer: E

*InFusion requires a number of departments across the enterprise for each area of business, such as sales and marketing, and a number of cost centers to track and report on the costs of those departments.

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A cost center represents the smallest segment of an organization for which costs are collected and reported. A department is an organization with one or more operational objectives or responsibilities that exist independently of its manager

and has one or more workers assigned to it.

Note: cost center

A unit of activity or group of employees used to assign costs for accounting purposes.

Note 2:

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. The management structure can include divisions, subdivisions, lines of business, strategic business units, and cost centers

Reference;

Oracle Fusion Applications Workforce Deployment, Human Resources Guide, Cost Centers and Departments: Explained

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