



1Z0-584^{Q&As}

Oracle Fusion Human Capital Management 11g Human Resources Essentials

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QUESTION 1

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 2

Grade structures (grades, grade rates, and grade ladder) were configured for your customer and the required employee assignment data was migrated to the system.

However there was a change in requirement and the customer decided to do away with some grades as they were no longer used. When you try to delete one such grade from the system, the system throws an error.

Identify three possible reasons for the system error

- A. There are assignment records of one or more employees associated with this grade
- B. The grade has grade rates defined.
- C. The grade is linked to a grade ladder.
- D. Grade cannot be deleted and can only be made inactive by changing the status to "Inactive".
- E. Grade cannot be deleted and can only be end dated.

Correct Answer: ABC



QUESTION 3

Enterprise ABC Limited is based in US, UK, and Australia. The grade structure is common across the enterprise. However, the salary is paid out in respective currencies on each of the regions. Identify the correct method of defining the grade and grade rates.

- A. Link grades with a common set and associate grade rates with legislative data group for each region.
- B. Create grades and grade rates specific to each country and associate them with respective business units.
- C. Create grades and grade rates specific to each country and associate them with legislative data group for each region.
- D. Link grades and associate grade rate with a common set.

Correct Answer: C

You assign a legislative data group to each grade rate. Depending on how your enterprise is configured, you may have several legislative data groups. You can set up grades that are shared across different areas of your business, and then enter rates that are specific to each legislative data group.

Note:

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Legislative data groups are a means of partitioning payroll and related data. At least one legislative data group is required for each country where the enterprise. Each legislative data group is associated with one or more payroll statutory units.

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Oracle Fusion Payroll is organized by legislative data groups. Each legislative data group marks a legislation in which payroll is processed, and is associated with a legislative code, currency and its own cost key flexfield structure. A legislative data group is a boundary that can share the same set up and still comply with the local laws. It can span many jurisdictions as long as they are within one country, and contain many legal entities that act as payroll statutory units. Each payroll statutory unit can belong to only one legislative data group.

Reference: Oracle Fusion Applications Workforce Deployment, Human Resources Guide, Grade Rates: Explained

QUESTION 4

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 5

What are the four key features of organizations?

- A. Fusion Enterprise replaced EBS Business Group as primary data partition.
- B. Fusion legislative Data Group replaces EBS Business Group as country specific data partition within an enterprise.
- C. The Legislative Data Group has a one-to-one relationship with the Payroll Statutory Unit (PSU).
- D. Departments and Representative Bodies are Set Enabled in Fusion.
- E. Organizations in Fusion are "Date Tracked", which means of maintaining a history of changes to the record.
- F. Legal Employer is used to partition payroll data in large organizations with multiple legal entities.

Correct Answer: ABCF

A: Enterprise replaces EBS Business Group as a primary data partition

B: Legislative Data Group (LDG) replaces EBS Business Group as a country specific data partition within an Enterprise

C: The minimum requirement is to create a legal entity for each country in which you pay workers. You must define each legal entity as both a legal employer and a payroll statutory unit (PSU), and associate the relevant legislative data group with the PSU.

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