



1Z0-584^{Q&As}

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

What are the three benefits of Oracle Fusion Applications using a Lightweight Directory Access Protocol (LDAP) system?

- A. enforces the principle of least privilege
- B. segregates duties to be more rigorously enforced
- C. allows principles of assured revocation to be more rigorously enforced
- D. extends the database concept of a grant to applications
- E. uniquely identifies a single person

Correct Answer: ABC

Oracle Fusion Applications applies the following standard security principles:

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Least privilege (A)

Oracle Fusion Applications roles carry only required privileges. Application roles define duties that entitle access to only the functions and data necessary for performing the defined tasks of that duty.

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Segregation of duties (B)

Oracle Fusion Applications checks duty roles for segregation of duties policy violations measured against content and



the risks defined in the Oracle Application Access Controls Governor (AACG) and against content according to best available security guidelines. User and role provisioning respects the segregation of duties policies.

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Containment and no write down

*

Transparency

*

Assured revocation (C)

Revoking one security policy revokes all implementations of that policy across all tools in production.

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Defense in depth

E: The process Retrieve Latest LDAP Changes sends to Oracle Fusion HCM among other items:

Reference:

Oracle Fusion Applications Security Guide 11g

QUESTION 3

Identify four benefits of the Oracle Fusion HCM Person Model.

- A. global person support
- B. multiple employment support
- C. up-to-date business requirement
- D. separation of legislative data
- E. cleaner separation of product architecture
- F. upgrade is easier
- G. separation of attributes with many-to-many relationship with person

Correct Answer: A

Note:

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Fusion HCM is based on research driven latest functional architecture. The foundation areas like person, employment and workstructures are rewritten using Global Person model, 3-Tier employment model and Enterprise structures models.



Fusion HCM can support multi tenancy (MT) using its enhanced architectural capabilities.

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Because Oracle Fusion HCM has a single people model underpinning every module, it preserves a single, consistent, master employee record across every HR process, from payroll and benefits through to learning and development. It can

accurately reflect even the most complex organizational hierarchies, including cross-border reporting lines, multiple reporting lines and globally-dispersed teams.

The single view of each person also makes it easy to monitor and ensure compliance with the relevant employment laws for every employee, in every country.

QUESTION 4

What is the user experience feature of Fusion HCM products that helps you organize and manage person data complexity, and interact with modules through simple standard interfaces?

A. Manager Dashboard

B. Embedded Analytics

C. Portrait Cards

D. Organization Viewer

Correct Answer: A

Fusion HCM delivers a Manager Dashboard that drives productivity and consistency when managing an integrated workforce. Note: In a single location, managers are provided with:

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A comprehensive view of key data for their organization in a hierarchical grid including contact, employment, availability, compensation, and performance information

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An interactive visual organizational chart that includes: / Interactive view of summarized contact, employment, salary, and performance information for direct reports / Role based actions initiated from the org chart allowing managers to take appropriate self-service actions on their directs such as promotions, transfers, terminations / Access to Managers View of Worker Portraits allowing managers to gain deeper insight into an individuals performance, goals, qualifications, total compensation, and availability trends / Simple reporting enabling exports of data to Excel allowing managers to create quick, visual reports of their organization

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Delivered, configurable embedded analytics that provide decision-making insight. Analytics include reporting at multiple levels giving indirect managers better visibility and control.

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Analytics that specifically support line managers include: / Worker availability schedules / Leave balances and financial liability / New hire monitoring / Performance process monitoring



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Analytics that support executive level managers include / Headcount / Turnover / Predictive intelligence

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Real time side by side worker comparisons based on skills, performance, and qualifications as well as the comparison of job profiles. This visual comparison of workers and jobs empowers managers to optimize organizational staffing decisions

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The ability to identify the most qualified workers with best-fit analysis using weighted search parameters and profile ranking of competencies, licenses, mobility preferences, and experience. This functionality allows a user to find either the most suitable candidate for a job or a job most suitable for an individual. Based on both the employee profile and the organizational talent profile, this algorithm helps users make informed decisions about how the organization may be optimi

Reference:

Oracle Fusion Human Capital Management, Oracle Data Sheet

QUESTION 5

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.

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