



# 1Z0-584<sup>Q&As</sup>

Oracle Fusion Human Capital Management 11g Human Resources Essentials

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### QUESTION 1

Identify the set of enabled objects that are used for partitioning reference data.

- A. legal entity, department, division, location
- B. jobs, grades, salary plan, rates
- C. enterprise, legal entity, business unit, position
- D. department, location, jobs, grades

Correct Answer: D

When you set up an HCM coexistence environment, you must identify the reference data sets you need. Reference data sets provide a mechanism for separating and sharing definitions of specific business objects among business units. The

set-enabled business objects that are relevant to all uses of HCM coexistence are locations, grades, jobs, and departments.

Note: Reference data sharing facilitates sharing of configuration data such as jobs and payment terms, across organizational divisions or business units. You define reference data sets and determine how the data is shared or partitioned. Use

reference data sets to reduce duplication and maintenance by sharing common data across business entities where appropriate. Depending on the requirement (specific or common), each business unit can maintain its data at a central

location, using a set of values either specific to it or shared by other business units.

Reference:

Oracle Fusion Applications Coexistence for HCM Implementation Guide, Data Sets for HCM Coexistence: Points to Consider

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### QUESTION 2

As a Line Manager, you often make use of the Voluntary-termination and performance predictions to abreast of worker dynamics and be able to take corrective actions. You are aware that these predictions are based on specific attributes from an employee record. At what level are most of the attributes required for the analysis held?

- A. Most of the attributes are held at the payroll level.
- B. Most of the attributes are held at the setup level.
- C. Most of the attributes are held at the job level.
- D. Most of the attributes are held at the assignment level.

Correct Answer: D

Voluntary-termination and performance predictions are based on specific attributes from a worker's personal, employment, absence, compensation, and talent management information, most of which are held at the assignment



level.

Reference; Oracle Fusion Applications Workforce Deployment, Human Resources Guide, Predictive Attributes: Explained

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### QUESTION 3

Which role can perform these actions?

a) Self-service profile management b) Administrative profile management c) Request management d) Delegated administrate

A. User EnterpriseRole

B. Identify Management Role

C. Administration Role

D. Benefit Administrator Role

Correct Answer: A

User administration: User administration includes self-service profile management (users can view and edit their own profile), administrative profile management (one can view and manage the profiles of other users subject to access

permissions), request management (enables users to create provisioning requests for resources with fine-grained entitlements, profile management requests, and role membership requests ?approvers use the same user interface to process

requests), delegated administration (by moving administration points as close to the user as possible, an organization can achieve tighter control and better security).

Reference:

Oracle Fusion Applications Security Leveraging Oracle Identity Management, Oracle Identity Manager

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### QUESTION 4

An organization has a requirement to capture the contract details of a worker. Also, there may be multiple employment terms for a work relationship. The organization has indicated that it may not have a multiple assignment requirement.

As an implementation consultant, you are aware that this can be handled through the three-tier employment model.

Which option will you select while configuring the employment model for the enterprise or legal employer, to best handle the organization's requirement?

A. Multiple EmploymentTerms with Multiple Assignments

B. Multiple employment Terms with Single Assignment

C. Single Employment Terms with Multiple Assignments

D. Single Employment Terms with Single Assignment



#### E. Only Multiple Employment Terms

Correct Answer: B

##### Multiple Employment Terms with Single Assignment

Each work relationship can contain one or more sets of employment terms, and each set of employment terms can contain a single assignment.

Note:

\*The employment model is designed to support simple or complex global work relationships. Employment structures are designed to improve accuracy and reduce confusion in a diverse operating model. By segmenting validation data into

logical groupings, organizations have the flexibility to create context-sensitive choice lists for appropriate use by lines of business or geography.

\*

The three-tier employment model comprises three types of entities, which are work relationships, employment terms, and assignments. Users can include contract details in employment terms.

When you configure the employment model for the enterprise or legal employer (when you create or update the enterprise or legal employer), the following three-tier options are available:

\*

##### Single Employment Terms with Single Assignment

Each work relationship contains one set of employment terms, and each set of employment terms contains one assignment.

\*

##### Single Employment Terms with Multiple Assignments

Each work relationship contains one set of employment terms, and the employment terms can contain one or more assignments.

\*

##### Multiple Employment Terms with Single Assignment

Each work relationship can contain one or more sets of employment terms, and each set of employment terms can contain a single assignment.

\*

##### Multiple Employment Terms with Multiple Assignments

Each work relationship can contain one or more sets of employment terms, and each set of employment terms can contain one or more assignments.

Reference:

Oracle Fusion Applications Compensation Management Implementation Guide 11g, The Three-Tier Employment Model: Explained



## QUESTION 5

What are the five key principles of security in Oracle Fusion Applications?

- A. Least Privileges
- B. Segregation of Duties
- C. Containment
- D. Transparency
- E. Assured Revocation
- F. Revamping
- G. Easier Lifecycle management

Correct Answer: ABCDE

Oracle Fusion Applications applies the following standard security principles:

\*

Least privilege

\*

Segregation of duties

\*

Containment and no write down

\*

Transparency

\*

Assured revocation

\*

Defense in depth

NoteA: In any consolidation environment, a security implementation should use the "least privileges" approach to harden the environment.

NoteB: Segregation of duties (SOD) separates activities such as approving, recording, processing, and reconciling results so an enterprise can more easily prevent or detect unintentional errors and willful fraud.

SOD policies constrain duties across roles so unethical, illegal, or damaging activities are less likely. SOD policies express constraints between role pairs.



Oracle Fusion role definitions respect segregation of duties policies. Oracle Fusion Applications is certified to integrate with Application Access Controls Governor (AACG) in the Oracle Governance, Risk and Compliance Controls (GRCC)

suite to ensure effective SOD.

Reference:

Oracle Fusion Applications Security Guide, Standard Security Principles

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