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Oracle Fusion Human Capital Management 11g Human Resources Essentials

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QUESTION 1

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 Employment Terms 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.

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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:

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Single Employment Terms with Single Assignment

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

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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.

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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 2

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 are called legal 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

QUESTION 3

As an implementation consultant, you are involved in the migration activity. If, during the premigration stage, the duplicate person records are merged, can you state the reason for this?

- A. because person records are global in Fusion



- B. because person records are dependent on legislation
- C. because one person can have only one work relationship
- D. because person records are not Global in fusion

Correct Answer: A

A single global person record tracks information for employees or contingent workers. The single person record may then be associated with multiple work relationships in the employment model. This increases data integrity while reducing

administrative overhead and provides for enhanced reporting capabilities.

Reference:

Oracle Fusion Human Capital Management, Oracle Data Sheet

QUESTION 4

When a worker who previously had a worker number in an enterprise starts a new employee or Contingent worker work relationship, the existing worker number is reused only if the new work relationship:

- A. is of a different type from the previous work relationship
- B. is of the same type from the previous work relationship
- C. is of the same type as the previous work relationship, But the new work relationship is with a different legal employer and a legal-employer number sequence was used in the previous work relationship
- D. is of the different types as the previous work relationship, but the new work relationship is with a different legal employer and a legal employer number sequence was used in the previous work relationship

Correct Answer: A

If you select automatic worker-number generation, numbers can be allocated from either an enterprise sequence or a legal employer sequence. If you use a legal-employer sequence, worker numbers are not guaranteed to be unique in the

enterprise. Also, they cannot be transferred outside the legal employer: if a worker leaves the enterprise and later starts a new work relationship of the same type but with a different legal employer, a new worker number is allocated to the

work relationship.

Reference:

Oracle Fusion Applications Workforce Deployment Implementation Guide 11g, Selecting the Number-Generation Method

QUESTION 5

You are an HR Specialist in your company of 500 employees. You need to setup person profiles but you do not want users to enter the Accomplishments content type. Identify the three correct statements related to a person profile for the



above scenario.

- A. Each employee can have two Person Profiles.
- B. Each employee can have only one Person Profile.
- C. Person Profile is automatically associated with the Core HR person.
- D. Person Profile is created automatically whenever a person record is created in Core HR.
- E. Person profile is created automatically whenever a user attempts to access a person's profile for the first time.
- F. Person Profile creation program is executed to create a person profile.

Correct Answer: BDF

Note: You create person profiles for individual workers and model profiles for workforce structures, such as a jobs or positions. The information that you complete for the profile is determined by how the profile type has been set up. For example, a person profile might contain information about a person's education, language skills, competencies, and activities and interests. A job profile might contain information about the requirements for the job, such as competencies, language skills, degrees, or certifications.

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