



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

Oracle Fusion Human Capital Management 11g Human Resources Essentials

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### QUESTION 1

What verification must be conducted before assigning Job or Abstract Roles?

- A. For each job or abstract role, review the policies and permission grants that it carries so you understand which users should be provisioned with what policies, or which adjustments your enterprise requires before the policies can be provisioned.
- B. For each job or abstract role, review the duties, role hierarchy, and policies that it carries so you understand which users should be provisioned with the role, or which adjustments your enterprise requires before the role can be provisioned.
- C. For each job or abstract role, review the department that it carries so you understand which users should be provisioned with the department, or which adjustments your enterprise requires before the department can be provisioned.
- D. For each job or abstractrole, review the grade that it carries so you understand which users should be provisioned with the department, or which adjustments your enterprise requires before the grade can be provisioned.
- E. For each job or abstract role, review the Job data that it carries so you understand which users should be provisioned with the job, or which adjustments your enterprise requires before the job can be provisioned.

Correct Answer: A

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### QUESTION 2

Which Oracle Fusion HCM product helps HR managers and professionals in proactively Identifying potential issues and taking corrective actions?

- A. Profile Management
- B. Workforce Predictions
- C. Workforce Life Cycle Manager
- D. Goal Management
- E. Talent Review

Correct Answer: B

Forward looking management strategies

Oracle Fusion Workforce Predictions uses indicators, current and historical, to predict performance and attrition, determine corrective action through "what if" scenario modeling, and provide the ability to implement that corrective action. For

example, a top performer might be predicted to have a high likelihood of attrition or become a poor performer because of too many hours worked while not taking enough vacation time and the last pay increase given was lower than what their



peers received.

Reference:

ORACLE FUSION WORKFORCE PREDICTIONS, Data Sheet

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### QUESTION 3

Identify the correct statements related to support for descriptive flexfields in Profile Management. Select three.

- A. Descriptive flexfields are enabled out of the box for business object "Education Establishments".
- B. Descriptive flexfields are supported but not enabled out of the box for business object "Education Establishments".
- C. Descriptive flexfields are supported for business object "Rating Models".
- D. Descriptive flexfields are supported for business object "Rating Levels".
- E. Descriptive flexfields are enabled out of the box for business object "Content Items" and "Profile Items"

Correct Answer: ACE

Note:

\*Descriptive flexfields (DFFs) allow you to extend Oracle applications to meet business requirements without the need for programming. You can use descriptive flexfields in the Oracle Trade Management UI to gather information , important

and unique to your business, that would not otherwise be captured. You can customize a descriptive flexfield to capture just the information your organization needs. The flexfield structure can depend on the value of a context field and display

only those fields (segments) that apply to the particular type of context.

\* Two business objects in Profile Management that support Descriptive Flexfields are Education Establishments and Content Items.

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### QUESTION 4

You are a consultant hired to implement Profile Management. One of the requirements is to track the previous employment information for workers, including employer name, dates of employment, and job description. However, it is not

required to set up and maintain content items for each employer, and this information applies only to person profiles.

What four actions should be taken?

- A. creating a non free-form content type
- B. creating a free-form content type
- C. adding the content type to the HRMS content subscriber code



- D. adding the content type to the Person profile type
- E. granting access employees, managers, and HR specialists to update the content section
- F. granting access to HR specialists only to update the content section
- G. granting access to employees and managers to update the content section

Correct Answer: BCDE

B: Content types are the skills, qualities, and qualifications that you want to track in talent profiles. The content library contains predefined content types such as competencies, languages, and degrees, but you can create new content types

as needed. You can also create free-form content types.

Content types contain:

\*

Properties

\*

Relationships

\*

Subscribers

B, C: Setting Up a Free-Form Content Type

D: Note that free-form content types do not contain relationships and do not contain properties until you add them to a profile type.

E: Employees, managers, and HR specialists should all have access to update the content section. Note: Profile management provides a framework for developing and managing talent profiles that meet your industry or organizational

requirements. Profiles summarize the qualifications and skills of a person or a workforce structure such as a job or position. Profiles are valuable for tracking workers\' skills, competencies, and accomplishments, and for various talent

management activities, such as career planning, identifying training needs, performance management, and in the recruitment process for identifying job requirements and suitable applicants.

Reference:

Oracle Fusion Applications Product Information Management Implementation Guide, Profile Management: Explained

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## QUESTION 5

Identify the correct description of the free-form content type

A. Free form content types do not contain relationships and do not contain properties until you add them to a profile type.



- B. Free-form content types contain relationships and contain properties as part of profile type.
- C. Free-form content types do not contain relationships but contain properties as part of profile type.
- D. Free-form content types contain relationship and do not contain until you add them to a profile type.

Correct Answer: A

Free-form content types enable you to capture information in a profile that you do not need to store in the content library. For example, you can set up a free-form content type to store information about the previous employment information for

your workers. A free-form content type contains only a code, name, and a description, and does not have any properties defined for it until you add it to a profile type. Free-form content types do not include any content items.

Reference:

Fusion Applications Help, Define Workforce Profiles FAQs

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