



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

Oracle Fusion Human Capital Management 11g Human Resources Essentials

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### QUESTION 1

You are setting up the security profile for the HCM object types. All security profile definitions for these HCM objects are eventually visible in the Oracle Fusion Middleware Authorization Policy Manager (APM). In the Fusion APM application, for which HCM object types can you create security profiles?

- A. Person, Name, Gender, Address
- B. Person, Working Hours, Assignment type
- C. Person, Organization, position, Payroll
- D. Person, Location, Grade, User Status
- E. Name, Birth date, Age, Person type

Correct Answer: C

You can create security profiles for the following HCM object types:

\*

Person / Managed person / Public person

\*

Organization

\*

Position

\*

Payroll

\*

Legislative data group (LDG)

\*

Country

\*

Document type

\*

Payroll flow

Reference:

Oracle Fusion Applications Workforce Deployment Implementation Guide 11g, HCM Object Types



## QUESTION 2

Identify five key characteristics of a duty role.

- A. represents job to which a user is assigned
- B. duty performed by somebody
- C. inherited by Job Role and Abstract Role
- D. not assigned to user
- E. security privileges granted
- F. used as building block
- G. associated with user irrespective of job

Correct Answer: BCDFG

The Oracle Fusion Applications security approach includes abstract, job, duty, and data roles.

B: Duty roles define the duties of a job as entitlement to perform a particular action, such as processing payables invoices.

C: Job and abstract roles inherit duty roles that determine the access to functions appropriate to the job. For example, the job role Accounts Payable Manager inherits the Payables Invoice Processing Duty.

Duty roles are implemented as application roles in Oracle Fusion Middleware so they can be defined within applications.

Duty roles carry entitlement to actions on functions and data. An example of a duty role is the Payables Invoice Processing Duty.

Reference:

Oracle Fusion Applications Security Guide, Function and Data Security

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## QUESTION 3

You hired a female employee on January 1, 2011. This employee got married on June 12, 2011. You received a request from the employee on July 11, 2012 to her last name from the date of her marriage. You changed the last name of the employee as requested on the same day. What is the effective start date of personal details displayed by the system as of August 15, 2011?

- A. June 12, 2011
- B. July 11, 2011
- C. January 1, 2011
- D. August 15, 2011



Correct Answer: A

To maintain employee data effectively Oracle HCM is using a mechanism called date tracking. The main motive behind the date track mode is to maintain past, present and future data effectively. The various update date track modes are:  
CORRECTION : Over writes the data. No history will maintain.  
UPDATE : Keeps the history and new change will effect as of effective date  
UPDATE\_CHANGE\_INSERT : Inserts the record and preserves the future  
UPDATE\_OVERRIDE : Inserts the record and overrides the future

Example:

Effective Start Date	Effective End Date	Employee Number	Marital Status	Object Version Number
01-JAN-2012	31-DEC-4712	24		2

Action: Updated record in CORRECTION mode

Effective Start Date	Effective End Date	Employee Number	Marital Status	Object Version Number
01-JAN-2012	31-DEC-4712	24	Single	3

Action: Updated record in UPDATE mode effective 01-JUN-2012 and Marital Status = Married

Effective Start Date	Effective End Date	Employee Number	Marital Status	Object Version Number
01-JAN-2012	31-MAY-2012	24	Single	4
01-JUN-2012	31-DEC-4712	24	Married	5

#### QUESTION 4

You are setting up organizations in Fusion HCM. Identify the five setup activities to be performed via the Functional Setup Manager.

- A. Manage Business Units
- B. Manage Divisions
- C. Manage Enterprise
- D. Manage Departments
- E. Manage Legislative Data Groups
- F. Manage Legal Entity
- G. Manage Professional Bodies

Correct Answer: BCDEF



You define the following business objects in Oracle Fusion by performing the associated tasks in the order specified by the Oracle Fusion Functional Setup Manager. Business Object: Task

\*

Enterprise

Manage Enterprise HCM Information (C)

\*

Legislative Data Group

Manage Legislative Data Groups (E)

\*

Legal Entity

Manage Legal Entity (F)

\*

Application Reference Data Set

Manage Reference Data Sets

\*

Employment Action

Manage Actions

\*

Employment Action Reason

Manage Action Reasons

\*Legal Employer Organization, Payroll Statutory Unit Organization

Manage Legal Entity HCM Information

\*

Payroll Element Input Value

Manage Elements

\*

Payroll Element Type

Manage Elements

\*



Person Assignment Status Type

Manage Assignment Status

\*

Person Type

Manage Person Types

Note:

\*Oracle Fusion Functional Setup Manager (FSM) guides you through the tasks of setting up the functional data and reference data after installation and helps you move the setup data from one environment to another (such as from the development environment to the production environment).

\*

FSM Setup tasks: Represent the work necessary to set up initial configurations of offerings ?and in turn, the business processes and sub processes that those offerings support ?to make them ready for transactions. For example, Manage Reporting Currency, Assign Balancing Segments to Ledger, and Manage Tax Regime, are some of the setup tasks that are performed to make the Financials offering ready for transactions.

Reference:

Oracle Fusion Applications Coexistence for HCM Implementation Guide

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## QUESTION 5

Identify the correct option regarding the status of a person who has a nonworker work relationship (for example, an external trainer) with a legal employer, and applies for an employment with the same legal employer and gets hired as an employee.

- A. The person will no longer have a nonworker work relationship and will have only an employee work relationship with the legal employer.
- B. The person will have both nonworker and employee, work relationship with the legal employer.
- C. The person will have only the employee work relationship with the legal employer.
- D. The person continues to retain the nonworker work relationship with the legal employer.

Correct Answer: B

Note:

\*nonworker

A person, such as a volunteer or retiree, who is not engaged in the core businesses of the enterprise or legal employer but who may receive payments from a legal employer. Any person who has a nonworker work relationship with a legal employer is a nonworker.

\* work relationship



An association between a person and a legal employer, where the worker type determines whether the relationship is a nonworker, contingent worker, or employee work relationship.

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