1Z0-584^{Q&As}

Oracle Fusion Human Capital Management 11g Human Resources Essentials

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QUESTION 1

You are working as an HRMS Business Analyst implementing Fusion Human Resources, Global Payroll, Talent Management, and Compensation. You are evaluating the options of deploying applications, with the objective of being free from maintaining the infrastructure and applications while owning their infrastructure. Which deployment option will you recommend?

A. SaaS model for Human Resources and Global Payroll only, with the rest of the modules On Premise

B. SaaS model for Human Resources, Global Payroll, Talent Management, and Compensation

C. hosted model for Human Resources and Global Payroll only, with the rest of the modules On- premise

D. hosted model for Human Resources, Global Payroll, Talent Management, and Compensation

Correct Answer: B

Oracle Fusion Human Capital Management (HCM) delivers a complete suite of human resource and talent management applications, all available as Software as a Service(SaaS).

Note: The adoption of Software as a Service (SaaS) or On-Demand presents several technical and business challenges for all players involved -independent software vendors (ISVs), hosting services providers and the customers. The

technical challenges for SaaS providers include support for multi-tenancy, integration, security, usability, customization and service-level management. Oracle SaaS orm consisting of virtualization, database, middleware and management

software provides a comprehensive platform that addresses these challenges and runs on grid.

Reference:

HR in the Cloud: Bringing Clarity to SaaS Myths and Manifestos, Oracle White Paper

QUESTION 2

Fusion security authorizes end users to access which securable application artifacts created using Oracle Application Development Framework (Oracle ADF)?

A. Individual permissions to access work areas, dashboards, task flows, pages, reports batch programs, and BI subject areas

B. Individual permission to reset their password for the login application

C. Set of users requesting access based on the job level

D. Multiuser permission with validation of password length, alphanumeric, and special character usage

E. individual permission to access web services and webpages only

Correct Answer: C

Note: Oracle Fusion Applications is secure as delivered. The Oracle Fusion security approach tightly coordinates various security concerns of the enterprise, including:

* The ability to define security policies to specify the allowed operations on application resources, including viewing and editing data and invoking functions of the application. *The ability to enforce security policies by roles assigned to end users, and not directly enforced on the end users of the system.(C)

Reference:

Oracle Fusion Applications Extensibility Guide 11g, Customizing Security for ADF Application Artifacts

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QUESTION 3

Your company wants to track the previous employment information for workers, including employer name, dates of employment, and job description. What should you do?

A. Create a new content type and content item.

B. Use seeded content type and new content item.

C. Create a new content type but seeded content item.

D. Create free-form content type and new content item.

E. Create free form content type without content item.

Correct Answer: E

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

QUESTION 4

As a line manager you have 10 direct reports. You have certain work scheduled that needs to be completed in the coming week. You have identified three of your reports to complete the task and you would like to check for their availability in the coming week. Which report will give you a snapshot of their availability?

A. My Organization

B. Leave Availability

C. Worker Availability

D. Predicted Worker Performance and Attrition

Correct Answer: C

Worker Availability: How It Is Determined The availability of a worker during a selected time period is automatically determined using: Absence entries during that period The work schedule that the worker presently follows Calendar events

QUESTION 5

A trainer is employed with an organization based in the United States. She is required to relocate to the organization\\'s subsidiary in the United Kingdom and the global transfer process is initiated for a future date, in the interim, the

organization decides to terminate her employment. However, before terminating the work relationship, there are few steps that need to be completed.

Identify two correct options for the stated context.

A. Delete the future dated global transfer and cancel the new work relationship created for the transfer.

B. Direct reports are automatically reassigned to one level up manager.

C. Termination of work relationship is not possible if there are any future-dated employment changes initiated in the system.

D. A notification of the work relationship termination is automatically sent to the payroll administrator who then completes the tasks for terminating the payroll.

E. Transfer is completed and the employee moves to the new location.

Correct Answer: AD

A: Delete the trainer\\'s future-dated global transfer and cancel the new work relationship created for the transfer.

D: A notification of the termination is sent automatically to the payroll administrator, who then completes the tasks for terminating the payroll.

Reference:

Oracle Fusion Applications Workforce Deployment, Human Resources Guide, Reversing Terminations: Explained

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