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Oracle Fusion Human Capital Management 11g Human Resources Essentials

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QUESTION 1

In fusion HCM security, what kind of access does the user and role API application framework allow?

- A. access to predefined security profile to relevant Job or Duty roles
- B. access to implementation Users without managing job roles
- C. access to identity information in a uniform and nonportable manner regardless of the particular underlying identity repository
- D. access to identity information in a uniform and portable manner regardless of the particular underlying identity repository
- E. access to implementation Users managing job, Data, and Duty roles

Correct Answer: C

User and role: OPSS\\s User and Role API framework allows applications to access identity information (users and roles) in a uniform and portable manner regardless of the particular underlying identity repository. The User and Role API frees

the application developer from the intricacies of particular identity sources.

Reference:

Oracle Fusion Applications Security Leveraging Oracle Identity Management, Oracle White Paper

QUESTION 2

Select the two reporting tools that are tightly integrated with Oracle Fusion HCM to provide a wide range of analytics and reporting.

- A. Oracle BI Applications
- B. Oracle Warehouse Builders
- C. Oracle Discover
- D. Oracle Transactional BI
- E. Oracle Web Composer

Correct Answer: AD

The analytics within the Fusion BI Apps will come in two flavours;

* Oracle Transactional BI analytics, which will provide real-time reporting via ADF view objects on the Fusion Apps data, and *traditional, Oracle BI Applications analytics, which will be against the Fusion BI Apps data warehouse.

QUESTION 3



You are currently in the process of modeling on HCM Organization, with one legal entity also defined as Payroll Statutory unit having two separate legal entitles, which are also legal employers. Identify the three options that are correct for a Tax Reporting unit.

- A. A Tax Reporting unit is created automatically when you add a legal entity and identify it as a Payroll Statutory unit.
- B. A Tax Reporting unit is created manually when you add a legal entity and identify it as a Payroll Statutory unit.
- C. One or more Tax Reporting units can be used by a single legal employer, and a Tax Reporting unit can be used by one or more legal employers.
- D. Payroll Statutory units and Tax Reporting units have a parent/child relationship, with the Payroll Statutory unit being the parent.
- E. Payroll statutory units and Tax Reporting units have a parent/child relationship, with the Tax Reporting unit being the patent.

Correct Answer: ACD

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). A tax reporting unit is created automatically when you add a legal entity and identify it as a payroll statutory unit. Depending on how your organization is structured, you may have only one legal entity that is also a payroll statutory unit and a legal employer, or you may have multiple legal entities, payroll statutory units, and legal employers. C:Tax reporting units are indirectly associated with a legal employer through the payroll statutory unit. One or more tax reporting units can be used by a single legal employer, and a tax reporting unit can be used by one or more legal employers.

D: Payroll statutory units and tax reporting units have a parent-child relationship, with the payroll statutory unit being the parent.

Reference:

Oracle Fusion Applications Workforce Deployment Implementation Guide 11g, Payroll Statutory Units, Legal Employers, and Tax Reporting Units: How They Work Together

QUESTION 4

If multiple people update a performance rating for a competency on a worker's profile, what is used to provide a unique identifier to each instance of the competency so that you can determine who provided what rating?

- A. Rating model
- B. Content subscriber
- C. educational establishment
- D. Instance Qualifier
- E. Content library

Correct Answer: D

You assign instance qualifiers to content types. Instance qualifier sets uniquely identify multiple instances of a content item on a profile. For example, if multiple people update a performance rating for a competency on a worker's profile,



instance qualifiers provide a unique identifier to each instance of the competency so that you can determine who provided each rating.

Reference:

Oracle Fusion Applications Marketing Implementation Guide 11g, Instance Qualifier Sets

QUESTION 5

Identify the option that best describes "Analyze Workforce Deployment".

- A. The Analyze Workforce Deployment business process enables line managers and Human Resource (HR) specialists to view statistical and employment related information for individual workers and the workforce.
- B. The Analyze Workforce Deployment business process enables line managers and Human Resource (HR) specialists to analyze the workforce absence information.
- C. The Analyze Workforce Deployment business process enables line managers, Human Resource (HR) specialists and employees to view statistical and employment-related information for individual workers and the workforce
- D. The Analyze Workforce Deployment business process enables line managers and Human Resource (HR) specialists to view statistical and employment-related information.

Correct Answer: A

The Analyze Workforce Deployment business process enables line managers and human resource (HR) specialists to view statistical and employment-related information for individual workers and the workforce.

Reference;

Oracle Fusion Applications Workforce Deployment, Human Resources Guide, Analyze Workforce Deployment: Overview

QUESTION 6

ABC company is implementing Oracle Fusion Core HR product only and has not licensed any other Management product. As an implementation consultant, you can still set up talent notifications via "Manage Notifications Setup" page, because this setup page is \\owned\\ by.

- A. Oracle Fusion Goal Management
- B. Oracle Fusion Profile Management
- C. Oracle Fusion Performance Management
- D. Oracle Fusion Talent Review
- E. Oracle Fusion Compensation Management

Correct Answer: A

In the Define Worker Goal Setting activity, human resource (HR) specialists can manage performance and development goal plans, assign goals to workers using a mass process, administer worker goals, and manage the goal library. For



setup tasks only, the HR specialist can also:

*

Set profile options to specify the Oracle Fusion Goal Management features that your organization will use, such as the goal library, and goal plans, and approvals.

*

Manage common lookups and update those that have user or extensible customization levels.

*

Manage e-mail notification settings that are sent to workers and managers reminding them of upcoming events and approvals. Note: Talent Management include

*

Oracle Fusion Goal Management

*

Oracle Fusion Performance Management

*

Oracle Fusion Talent Review

*

Oracle Fusion Workforce Compensation

*

Oracle Fusion Network at Work

*

Oracle fusion Incentive Compensation

QUESTION 7

What does Oracle Platform Security provide enterprise product development teams, systems integrators (SIs), and independence software vendors (ISVs)?

- A. data security
- B. provisioning
- C. segregation of duties
- D. web services and WebPages
- E. confidential data

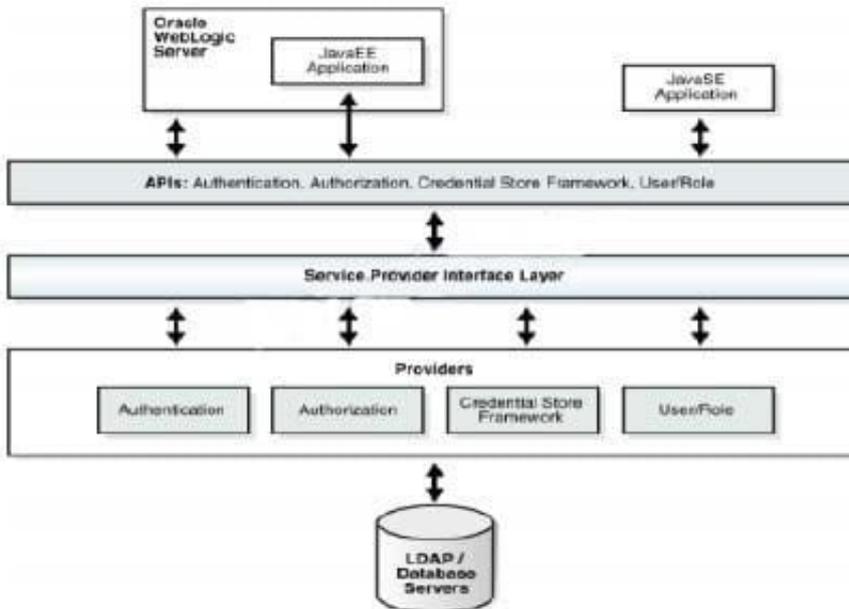


Correct Answer: D

Oracle Platform Security Services (OPSS) provides enterprise product development teams, systems integrators (SIs), and independent software vendors (ISVs) with a standards-based, portable, integrated, enterprise-grade security

framework for Java Standard Edition (Java SE) and Java Enterprise Edition (Java EE) applications.

OPSS Architecture, see figure below.



QUESTION 8

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 9



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

QUESTION 10

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

QUESTION 11

The HR Administrator is unable to enter the details of an intern due to the unavailability of the right choice of values. The HR Administrator is unaware that the Worker Type '\\Intern\\' has not been set up in the application. Which are the four valid System person types (which are part of the person model in Fusion HCM) that the HR Administrator should be aware of?

- A. Employee
- B. Non-Worker
- C. Contingent Worker



D. Person of Interest

E. Pending Worker

F. Contract Worker

Correct Answer: ABCE

Note:

*

System Person Types

These are predefined person types that the application uses to identify a group of people. You cannot change, delete, or create additional system person types.

*

Person types other than employee and contingent worker are not supported in the HCM coexistence environment.

*

Human Resource Specialists for a Legal Employer, Example(see A) below):

Human resource (HR) specialists for the ABC legal employer need access to the person and assignment records of anyone who has a work relationship with the legal employer. You create a person security profile named All ABC Workers. In

the security profile, you:

A)Secure by person type and select the system person types employee, contingent worker, nonworker, and pending worker.

B)Set the access level to restricted for the selected person types.

C)Secure by legal employer, and select an existing organization security profile that identifies legal employer ABC and any subordinate organizations. The person security profile All ABC Workers inherits the organization security profile's data

instance set.

Reference:

Oracle Fusion Applications Workforce Deployment Implementation Guide 11g, Human Resource Specialists for a Legal Employer

QUESTION 12

Select three statements regarding Workforce Directory management.

A. Provides a graphical organization chart that shows an easy and fully integrated view of all information related to an employee

B. Is designed to support workers that provides access to a 360-degree view point-in-time evaluation of worker



performance

- C. Has powerful keyword search that provides access to a 360-degree view of the employee
- D. Is designed to house all data, including talent data and data from other Oracle and third-party HR applications
- E. Support development plans for employees to track their personal growth and career development
- F. Provides a collaborative framework that allows workers to build their own internal social network and connect with other domain experts and colleagues with similar interests

Correct Answer: ACE

A: Oracle Fusion Workforce Directory Management's graphical organizational chart provides an integrated view of all information related to an employee with an extremely user friendly interface.

C: A powerful keyword search provides access to a 360 degree view of the employee and provides both personal (name, address, contact details etc) and professional details (supervisor, department, role, competency etc).

E:

*

Enable managers to make effective decisions using an intuitive, interactive visual organization chart, rich with data

*

Empower users to establish relationships across the organization

*

Enable workers to focus on individual growth while aligning with organizational objectives

Reference:

Oracle Fusion Talent Management Base (Workforce Directory Management), Oracle Data Sheet

QUESTION 13

You want to compare two employees. Identify four work areas from where you can access the "Compare" functionality.

- A. Workforce Structures
- B. Person Gallery
- C. Person Portrait
- D. Dashboards
- E. Talent Profile
- F. Goal and Performance
- G. Talent Review



Correct Answer: CEFG

C: You can create what-if scenarios using the Person Portrait to model different reward results. In this way, you optimize the reward package that most effectively mitigates the risk of an employee leaving. Next, you compare the employee with one of his peers. You can graphically compare employees using a variety of data points to best understand each employee's strengths and weaknesses.

G: A key feature of Oracle Fusion Talent Review is to make better organizational decisions with integrated profile comparison

QUESTION 14

You are implementing Oracle Fusion HCM and feel users may find it useful to be reminded of the effective date whenever they open a window where they can enter or change date-tracked information. You plan to implement the user profile option called "DateTrack: Reminder" that determines when the decision window appear to ask users if they want to change the effective date. Identify the three possible values for this profile.

- A. Once
- B. Never
- C. Not now
- D. Not Today
- E. Always

Correct Answer: ABE

QUESTION 15

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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