1Z0-584 ^{Q&As}

Oracle Fusion Human Capital Management 11g Human Resources Essentials

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QUESTION 1

Action Reasons provide further explanation to actions, for example, an action of transfer could have masons such as reorganization or career progression. As a developer, you have created Actions as part of the setup of Fusion HCM. Now you are in the process of adding Action Reasons. Identity the three correct statements regarding Action Reasons

A. Action Reasons are primarily used for analysis and reporting.

B. Worker termination predictions use Action and Reason to determine whether termination is voluntary or involuntary.

C. Action Reasons can be user defined.

D. Actions Reasons need not be associated with action.

E. Action Reasons can be deleted if no longer being used.

Correct Answer: ABC

You can optionally associate reasons with actions, for example, a generic action of termination could have reasons such as voluntary retirement or involuntary layoff (C). The primary reason for doing this is for analysis and reporting purposes

(A).

You can v, ew the action and reason details in the Employee Termination Report.

Line managers can view predictions about who is likely to leave voluntarily, which are based on existing and historical terminations data (B). The process that generates the predictions uses the action and reason data to identify whether a

termination is voluntary or involuntary. When managers allocate compensation to their workers, they can select from a list of action reasons that help identify the type of or reason for the compensation allocation.

Reference:

Oracle Fusion Applications Coexistence for HCM Implementation Guide Action Reason

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QUESTION 2

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 3

As a consultant in your company, you are required to set up names and details of schools, colleges, universities, and so on, so that users can select from this list when entering their qualifications such as degrees. Identify the correct setup task in FSM > Define Workplace Profiles.

A. Define Telnet > manage Profile Types

B. Define Telnet Profile Content > Manage Content Subscribers

C. Define Telnet Profile Content > Manage Profile Content Items

D. Define Telnet Profile Content > Manage Educational Establishments

Correct Answer: D

Manage Educational Establishments:Create and update a list of educational establishments that your workers have attended, including high schools, colleges, universities, and professional schools.

Reference:

Oracle Fusion Applications Product Information Management Implementation Guide 11g, Define Enterprise: Manage Enterprise HCM Information

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 transferredoutside 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

Your company performs third-party payroll and benefits administration for more than 10 clients across the globe. You are planning to move your administration platform from a legacy application to Oracle Fusion. You also want to create some

custom applications to be integrated with Oracle Fusion. Your company has a service center, where application management and background jobs are centrally processed for all clients.

As a Functional Consultant, which deployment model would you suggest?

A. SaaS; Single tenant Deployment

B. SaaS; Multitenant Deployment

C. On-Premise; Multitenant Deployment

D. Hosted; Multitenant Deployment

E. Hosted; Single Tenant Deployment

F. On-Premise; Single Tenant Deployment

Correct Answer: D

We need an On-Premise deployment model to be able to create custom applications. We need Multitenant deployment as there is 10 clients across the globe.

Note: Multitenancy refers to a principle in software architecture where a single instance of the software runs on a server, serving multiple client organizations (tenants).

With a multitenant architecture, a software application is designed to virtually partition its data and configuration so that each client organization works with a customized virtual application instance.

The distinction between the customers is achieved during application design, so that customers do not share or see each other\\'s data.

Reference:

Oracle Fusion Middleware Administrator\\'s Guide for Oracle Adaptive Access Manager, Multitenancy