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Oracle Fusion Human Capital Management 11g Human Resources Essentials

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QUESTION 1

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 2

Your company is using a third-party HCM application that includes HR and Benefits. You are planning to focus on HR Infrastructure, including implementation of new modules such as Oracle Fusion Global Payroll and Talent Management. What is the deployment option available?

- A. Adopt the coexistence model for Oracle Fusion Talent Management. Later, move all other modules of HCM to Oracle Fusion one by one.
- B. Adopt the new implementation for all the modules of HCM in Oracle Fusion.
- C. Adopt the upgrade solution for Oracle Fusion Applications.
- D. Adopt the coexistence model for Payroll and Talent Management in Oracle Fusion, later move all other modules of HCM to Oracle Fusion one by one.

Correct Answer: D

Reference:

Roadmaps to Oracle Fusion Applications for Current Oracle Applications Customers, Oracle White Paper

QUESTION 3

A worker in the enterprise has multiple active work relationship and lives in the UK where, the worker has an employee work relationship with a legal employer A. The worker has a contingent worker work relationship with a legal employer B in Europe. Identify three correct options to manage the person's record

- A. The HR Specialist for A can manage the worker's employee work relationship.
- B. The HR Specialist for B can manage the worker's contingent worker work relationship.
- C. Both the HR Specialists can manage all the components of the worker's record.
- D. The HR Specialist for A cannot manage the worker's employee work relationship
- E. The HR Specialist for B cannot manage the worker's contingent worker work relationship.

Correct Answer: ACE

QUESTION 4

As an HR Administrator, you search for a worker's record and want to update certain values on the assignment level. Your legal employer has not allowed for an override at the assignment level. However, as an HR Administrator, you are aware that certain values are editable. Identify two options that contain these editable values on the assignment.

- A. AssignmentName, Assignment Number
- B. Job, Location
- C. Assignment Category, Person Type
- D. Assignment Status, Assignment Projected End Date
- E. Assignment Number, Job

Correct Answer: AC

You can edit the following values on the assignment regardless of whether override at the assignment level is allowed:

*Assignment name

*Assignment number

*Assignment status

*Assignment projected end date

Reference;

Oracle Fusion Applications Workforce Deployment, Human Resources Guide, Editing Inherited Values on Assignments

QUESTION 5

Which three are free-form content types of Profile Management?

- A. Honors and Awards
- B. Accomplishments
- C. Languages
- D. Potential
- E. Career Preferences

Correct Answer: ABC

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.

Note:

*

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

*

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

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