1Z0-584 Q&As

Oracle Fusion Human Capital Management 11g Human Resources Essentials

Pass Oracle 1Z0-584 Exam with 100% Guarantee

Free Download Real Questions & Answers **PDF** and **VCE** file from:

https://www.leads4pass.com/1z0-584.html

100% Passing Guarantee
100% Money Back Assurance

Following Questions and Answers are all new published by Oracle Official Exam Center

⚙ **Instant Download** After Purchase

⚙ **100% Money Back** Guarantee

⚙ **365 Days** Free Update

⚙ **800,000+** Satisfied Customers

QUESTION 1

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 dateUPDATE_CHANGE_INSERT : Inserts the record and preserves the futureUPDATE_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 2

You want to use the tree management feature to organize data into hierarchies. Identify the seeded tree structures.

A. organization, position, division, geographies

B. organization, position, department, geographies

C. organization, job, department, geographies

D. organization, job, division, geographies

E. organization, position, division, establishment

Correct Answer: C

Note:

*Oracle Fusion Human Capital Management (HCM) uses trees to model organization hierarchies. It provides seeded tree structures for department and other organizational hierarchies that can include organizations with any classification.

* Oracle Fusion tree management allows data in applications to be organized into a hierarchical fashion, and allows you to create tree hierarchies based on specific data.

QUESTION 3

Select the four products offered as part of the Oracle Fusion HCM product family under the business process category of Workforce Development.

A. Profile Management

B. Performance and Goal Management

C. Time and Labor

D. Talent Review

E. Network at Work

F. Learning Management

Correct Answer: ABDF

Reference:

Oracle Fusion Applications Workforce Deployment Implementation Guide

QUESTION 4

Identify three correct statements about the My Organization region available on the Manager Dashboard.

A. The reporting employees can be viewed in a hierarchy grid, organizational chart, and a simple list view.

B. A manager can view worker termination and performance predictions.

C. The number of subordinate levels to be displayed can be controlled.

D. Employment,Availability, Compensation, and Performance information of the subordinates can be viewed.

E. A manager can perform actions on a worker assignment.

Correct Answer: BCE

QUESTION 5

As an HR Specialist in your company, you are responsible for setting up the Performance rating model. You navigate to Manage Ratings Model and select seeded "Performance Rating Model". Out of the four tabs available to update, the Distributions tab is used only by which Oracle Fusion product in determining target distributions?

A. Goal Management

B. Compensation Management

C. Performance Management

D. Talent Review

Correct Answer: C

Create a rating model distribution to set target percentages for worker overall performance ratings that your organization prefers for each rating level of a rating model. The comparison of the target rating model distribution to the actual

distribution of overall ratings managers give their workers on completed performance documents appears in the Rating Distribution analytic that appears on the Performance Manager Overview page.

Reference:

Oracle Fusion Applications Marketing Implementation Guide 11g,Manage Target Ratings Distribution

1Z0-584 VCE Dumps   1Z0-584 Practice Test   1Z0-584 Exam Questions