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Oracle Fusion Human Capital Management 11g Human Resources Essentials

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QUESTION 1

Identify the correct statements related to support for descriptive flexfields in Profile Management. Select three.

- A. Descriptive flexfields are enabled out of the box for business object "Education Establishments".
- B. Descriptive flexfields are supported but not enabled out of the box for business object "Education Establishments".
- C. Descriptive flexfields are supported for business object "Rating Models".
- D. Descriptive flexfields are supported for business object "Rating Levels".
- E. Descriptive flexfields are enabled out of the box for business object "Content Items" and "Profile Items"

Correct Answer: ACE

Note:

*Descriptive flexfields (DFFs) allow you to extend Oracle applications to meet business requirements without the need for programming. You can use descriptive flexfields in the Oracle Trade Management UI to gather information , important

and unique to your business, that would not otherwise be captured. You can customize a descriptive flexfield to capture just the information your organization needs. The flexfield structure can depend on the value of a context field and display

only those fields (segments) that apply to the particular type of context.

* Two business objects in Profile Management that support Descriptive Flexfields are Education Establishments and Content Items.

QUESTION 2

What is used to associate content items and content types with each other?

- A. Content Relationship
- B. Properties
- C. Subscribers
- D. Skills
- E. Qualifications

Correct Answer: A

The content library provides the foundation for profiles as it stores both content types and content items. Content relationships enable you to associate content items of related content types with each other.

Reference:

Oracle Fusion Applications Common Implementation Guide 11g , Content Type Relationships: Examples

QUESTION 3

As an implementation consultant, you created an action "Hire A Part-Time Employee" to hire part time employees. You want the action to appear in the Action List of the predefined "Hire an Employee" page. What should you do to ensure this?

- A. Create a new Action type.
- B. Nothing, the system will automatically detect and associate it with the page.
- C. Associate it with the "Hire an Employee" Action Type.
- D. New actions cannot be created

Correct Answer: C

Action type identifies the type of business process associated with the action and determines what happens when you select an action. An action type is associated with one or more predefined actions. You can create your own actions and

associate them with the predefined action types. For example, the Hire an Employee action type is associated with the Hire action. You could create an action Hire Part-Time and associate it with the Hire an Employee action type. Your action

appears in the Action list of values on the Hire an Employee page. To hire a part-time employee, you could select the Hire Part-Time action instead of the predefined Hire action.

Reference:

Oracle Fusion Applications Coexistence for HCM Implementation Guide 11g, Action Type

QUESTION 4

Your company is using Oracle E-Business Suite 11.5.10 HRMS for HR, Payroll, and Benefits. You are looking for a strategic way to upgrade your applications and the main factors for consideration are return on Investment and minimal risk.

In the role of a Business Analyst you have been asked to evaluate the options for upgrading to R12 and moving to Oracle Fusion Applications?

What is the first step in the road map to move to Oracle Fusion Applications?

- A. Move Payroll and Benefits to Oracle Fusion. Adopt the coexistence model with HR on EBS 11.5.10.
- B. Evaluate R12 for the value it would add to the current investment.
- C. Move all the applications to Oracle Fusion.
- D. Move any of the core modules, such as HR, payroll, or benefits, to Oracle Fusion. Later, move other modules to Oracle fusion.

Correct Answer: B

An assessment of current business requirements and solutions should be conducted before a coexistence model is proposed. A coexistence model may be implemented as part of a phased approach toward establishing an entire Oracle

Fusion Applications footprint.

Reference:

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

QUESTION 5

You want to display a new field of sensitive data to display salary information. Which security policy controls access to the field displayed by the component?

- A. Function Security Policy
- B. ADF Security expression language
- C. Data Security Polity
- D. Oracle Platform Security Policy

Correct Answer: C

Functions and data are inaccessible to users unless they are provisioned with the roles necessary to gain access. Function security provides users with access to pages in application users interfaces and actions that can be performed there.

Data security allows users to see data in those pages. Some data is not secured, in which case access to a user interface page gives unrestricted access to the data that is accessible from that page.

Reference:

Oracle Fusion Applications Security Guide, Function and Data Security

QUESTION 6

There are two legal employers identified for your current application implementation. The legal employers have inherited the number generation method set at the enterprise. However, there is a need to override the number generation method at the legal employer level.

Identify two options where an override can be done.

- A. No condition. The worker generation method Can be changed to automatic at any time.
- B. The employment model selected should be a two-tier one.
- C. No employee or contingent worker work relationships should exist for that legal employer.
- D. The employment model selected should be a three-tier one.

E. Manual worker-number generation for a legal employer can be selected any time.

Correct Answer: CD

All legal employers automatically inherit the enterprise number-generation method.

You can override the number-generation method at the legal employer level, as follows:

*

(C) You can select automatic worker-number generation for a legal employer, provided that no employee or contingent worker work relationships exist for that legal employer.

*

(E) You can select manual worker-number generation for a legal employer at any time.

Reference:

Oracle Fusion Applications Workforce Deployment Implementation Guide 11g, Setting the Number-Generation Method for a Legal Employer

QUESTION 7

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 8

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 9

You need to create an HCM data role user with "view all" access. This data role is based on the HCM administrator job role and combines those entitlements with unrestricted access to data in the secured objects. How can you properly assign a security profile to this new role?

A. Assign a predefined security profile to relevant functional or duty roles using the Oracle fusion Human Capital Management (HCM) setup task manage data role and security profiles.

B. Assign a predefined security profile to relevant job or duty roles using the Oracle Fusion Human Capital Management (HCM) setup task manage data role and security profiles.

C. Assign a predefined security profile to relevant job or abstract roles using the Oracle Fusion Human Capital Management (HCM) setup task manage data role and security profiles.

D. Assign a predefined security profile to relevant job or functional roles using the Oracle Fusion Human Capital Management (HCM) setup task manage data role and security profiles.

E. Assign a predefined security profile to relevant data or position roles using the Oracle Fusion Human Capital Management (HCM) setup task manage data role and security profiles.

Correct Answer: B

Creating a Data Role for Implementation Users

Create a Human Capital Management Application Administrator View All data role. This data role is based on the Human Capital Management Application Administrator job role and extends that role with unrestricted access to data in the

secured objects that the role is authorized to access. Users assigned to this data role can perform all of the HCM setup steps.

In the security reference implementation, the IT Security Manager job role hierarchy includes the Data Role Management Duty role(B), which is entitled to create a data role for Human CapitalManagement Application Administrator (the

entitlement is Manage HCM Data Role). This entitlement provides the access necessary to perform the Create Data Role for Implementation Users task in Oracle Fusion Global Human Resources.

Reference:

Oracle Fusion Applications Workforce Development Implementation Guide 11g, Common Applications Configuration: Define Implementation Users

QUESTION 10

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 11

For password management, your customer wants you to set up password policies, password synchronization, and password resets. Which three items must you implement?

- A. self service, which helps users reset their own password
- B. self service, which helps users to only raise a request to reset their password
- C. advanced password policies with validation of password length, alphanumeric and special character usage
- D. self-service, which helps users block the access and the password
- E. password synchronization in which OIM can synchronize or map passwords across managed resources and differences in password policies among these resources

Correct Answer: ACE

Password management includes self-service (users can reset their own passwords)

(A), advanced password policies (password length, alphanumeric and special characters usage, etc.) (C), password synchronization (OIM can synchronize or map passwords across managed resources and enforce differences in password

policies among these resources) (E). OIM is tightly

integrated with Oracle Access Manager to support password management

Reference:

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

QUESTION 12

The information on the Overview tab of Navigator > Career > Profiles is similar to which card within the Person Gallery work area?

- A. Experience and qualification
- B. Activities and interests
- C. Development and growth
- D. Career planning
- E. Availability

Correct Answer: D

Note:

* The Person Gallery modular layout with layering enables users to zoom to more information in one click without leaving the work space.

QUESTION 13

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 14

Which three statements are key Features of work structures?

A. Jobs and positions are integrated with profiles.

B. Basic Grade Ladders can be set up in Core; a user can add progression rules in Grade Step Progression later.

C. Only one rate can be associated with a grade and payscale.

D. Typically, attributes get defaulted from either department or job to the position, then to the terms and conditions, and then to the assignment.

E. Profiles and payscales are integrated.

Correct Answer: BDE

B: Grade steps are distinct increments of progression within a grade. You can set up grades with or without grade steps.

Note:

* Grade Scale

A sequence of steps valid for a grade, where each step corresponds to one point on a pay scale. You can place each employee on a point of their grade scale and automatically increment all placements each year, or as required.

QUESTION 15

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

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