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Oracle Fusion Human Capital Management 11g Human Resources Essentials

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QUESTION 1

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 2

Your company is implementing Oracle Fusion HCM and wants to ensure the controlled security features are enabled. What are the two security areas that are controlled by consistent policy definitions?

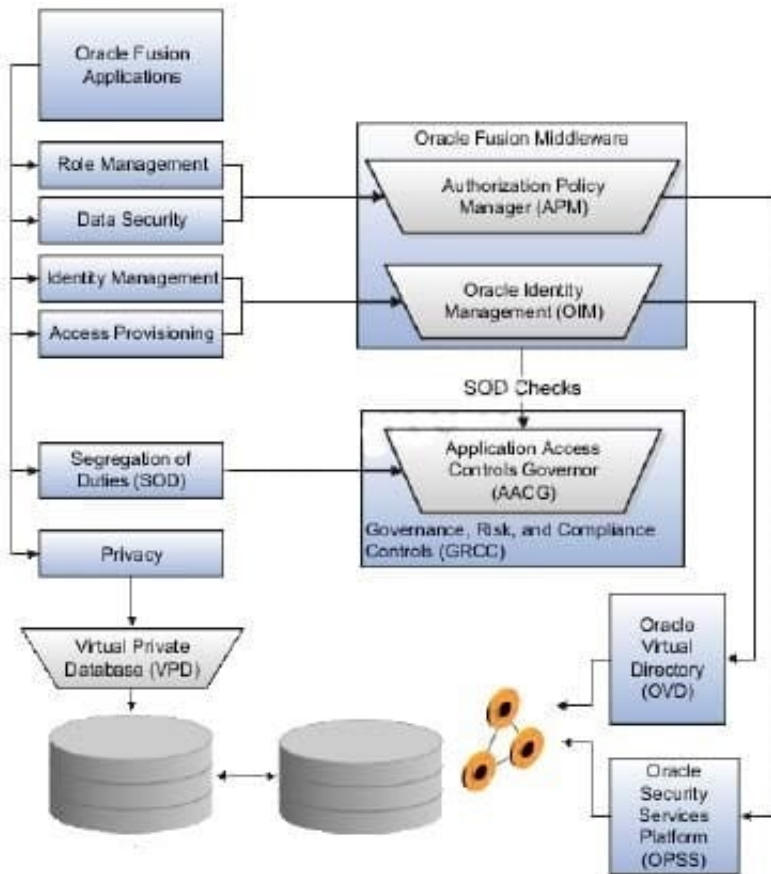
- A. Functional Security
- B. Role Security



- C. Data Security
- D. Job Security
- E. Grade Security

Correct Answer: BC

See Authorization Policy Manager in screenshot below:



Reference:

Oracle Fusion Applications Security Guide, Security Components: How They Fit Together

QUESTION 3

You are given the task of identifying the ongoing maintenance activities that can be performed from the Work Structure work area. Identify five valid options.

- A. Manage Enterprise
- B. Manage Department



- C. Manage Business Unit
- D. Manage Professional Bodies
- E. Manage Reporting Establishment
- F. Manage Legal entities
- G. Manage Legislative Data Groups
- H. Manage Disability Organizations
- I. Manage Division

Correct Answer: ABCFG

Note: Identifying the Work Structures

You identify each of the work structures using a security profile of the relevant type.

To identify:

*

Departments (B), business units (C), and legal employers (F), you use organization security profiles

*

Positions, you use a position security profile

*

LDGs (G), you use an LDG security profile

*

Payrolls, you use a payroll security profile These security profiles are reusable: you can include them in any person security profile where they can identify the relevant data instance set of person records. The person security profile inherits the data instance set of any security profile that you include.

QUESTION 4

Identify the work structure that shows the relative rank, level, and status of an employee.

- A. Grade Ladder
- B. Grade Rates
- C. Payscales
- D. Grade step progression
- E. Grade

Correct Answer: A



Create grade ladders to group grades and grades with steps in the sequence in which your workers typically progress. Grade ladders describe the grades and steps to which a worker is eligible to progress and compensation value associated with that grade and step. You can set up separate grade ladders for different types of jobs or positions in your enterprise. For example, you may create three grade ladders for your enterprise: one for technical grades, another for management grades, and a third for administrative grades.

QUESTION 5

You have to compare two jobs. What are the three data sets on which the comparison can be based?

- A. Competencies
- B. Salary
- C. Assignment
- D. Development plans
- E. Potential
- F. Contracts

Correct Answer: ABC

A: Using the comparison feature, you can compare profiles to determine next career moves or training needs for workers, and identify suitable candidates for jobs. For example, if John is looking for his next career move, he can compare his profile to that of a job to determine whether his competency ratings match the targeted competency ratings in a job profile.

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