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Oracle Fusion Human Capital Management 11g Human Resources Essentials

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QUESTION 1

You are implementing Core HR for a customer. Work timings, standard working hours, organization manager, and the cost center information have to be captured while setting up the work structure. Identify the organization type against which you can maintain this information.

- A. Enterprise
- B. Legal Entity
- C. Business Unit
- D. Division
- E. Department
- F. Reporting Establishment

Correct Answer: E

*InFusion requires a number of departments across the enterprise for each area of business, such as sales and marketing, and a number of cost centers to track and report on the costs of those departments.

*

A cost center represents the smallest segment of an organization for which costs are collected and reported. A department is an organization with one or more operational objectives or responsibilities that exist independently of its manager

and has one or more workers assigned to it.

Note: cost center

A unit of activity or group of employees used to assign costs for accounting purposes.

Note 2:

*

. The management structure can include divisions, subdivisions, lines of business, strategic business units, and cost centers

Reference;

Oracle Fusion Applications Workforce Deployment, Human Resources Guide, Cost Centers and Departments: Explained

QUESTION 2

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 3

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 transferred outside 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

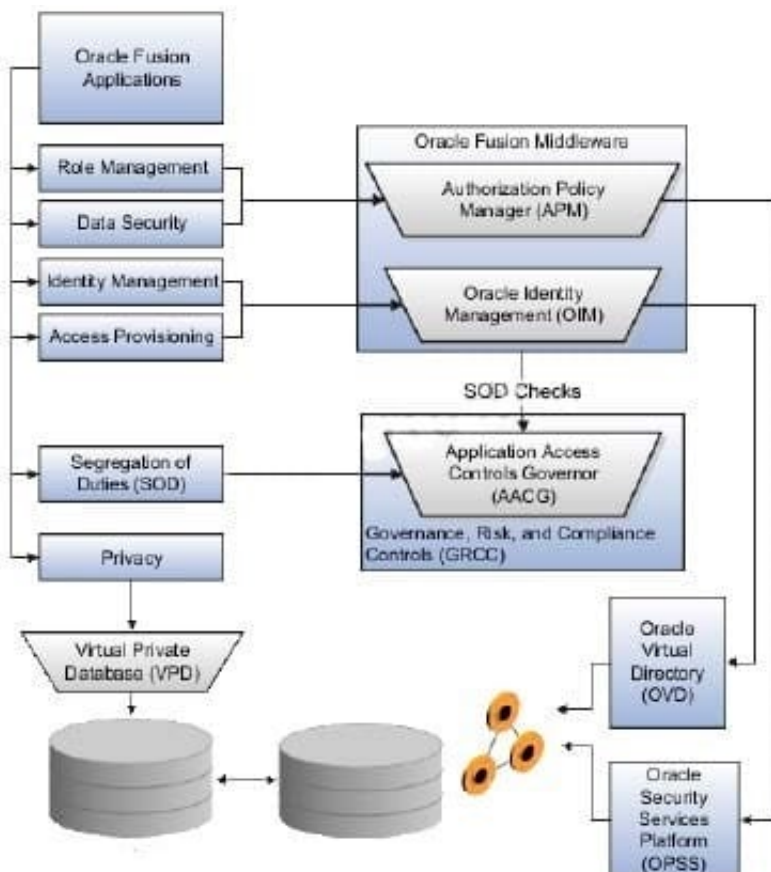
QUESTION 4

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 5

What Oracle Fusion Middleware features maximize the security of Fusion Applications?

- A. Improved productivity, manageability, and responsibility
- B. Improved extensibility, responsibility, and functionality
- C. Improved productivity, adaptability, and manageability
- D. Improved sustainability, adaptability, and extensibility
- E. Improved adaptability, extensibility, and functionality

Correct Answer: B

Extensibility: Be able to customize and extend Oracle Fusion CRM applications.

Responsibility through Roles. Functionality: Function security.

Reference:

Oracle Fusion Applications Security Guide

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