1Z0-584^{Q&As}

Oracle Fusion Human Capital Management 11g Human Resources Essentials

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QUESTION 1

Select three countries that have initial country localization support offered by Oracle Fusion HCM.

A. United States

B. United Kingdom

C. France

D. China E. India

E. Mexico

F. Australia

Correct Answer: ABD

Oracle Fusion Global Payroll currently delivers pre-configured localizations for China, Saudi Arabia, United Arab Emirates, United Kingdom and the United States.

Reference:

Oracle Fusion Global Payroll, International Hr/Payroll, And Global Payroll Interface, Oracle Data Sheet

QUESTION 2

Action type identifies the type of business process associated with an action and determines what happens when you select that action. As part of implementing Fusion HCM, action types are associated with actions. Which two statements are correct regarding action types?

A. Action types are seeded.

B. Every action type can have multiple actions within it.

C. An action type cannot be associated with user defined actions.

D. If "Termination" is an action, "Normal Termination" is an action type.

E. Additional action types can be created.

Correct Answer: AB

Note: Action Type

*

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.

*

Action types are predefined and can contain one or more actions. You may associate your actions with the predefined action types but not create your own action types. (A, not E) Note 2: Seeded items are items that are provided out of the box.

QUESTION 3

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

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

QUESTION 4

You are working on Implementing Fusion Human Capital Management. Some of the work structures and need to be configured manually. Enterprise, Business Units, Legal Entities, Reference Sets, and Legislative data Group will be part of this manual setup. Identify the correct sequence of steps to be followed for this setup.

A. Create Enterprise > Define Business Units > Define Legal Entities > Define Reference Sets > Define Legislative Data Group.
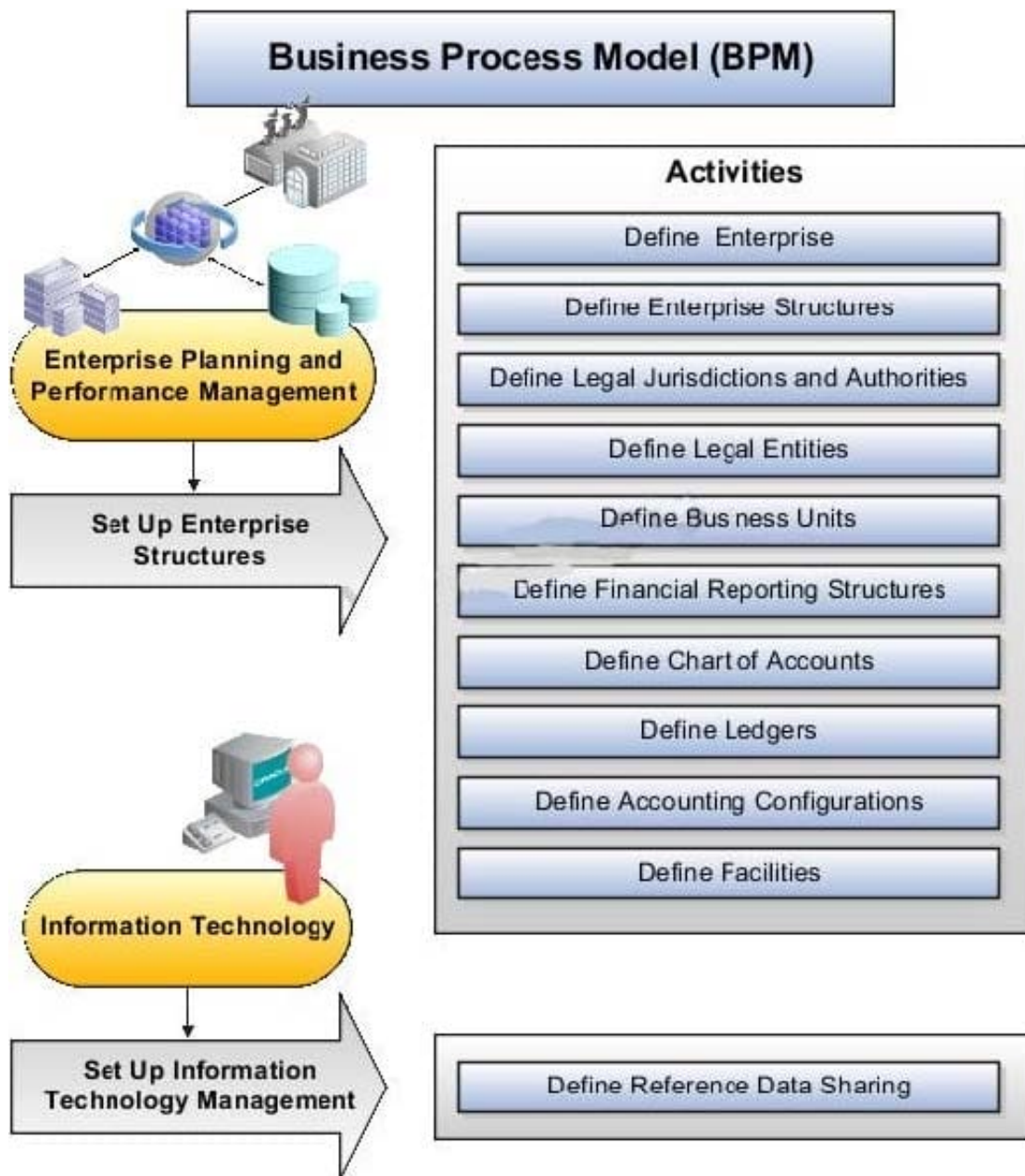
B. Create Enterprise > Define Legal Entities > Define Business Units > Define Reference Sets > Define Legislative Data Group.

C. Create Enterprise > Define Business Units > Define Legislative Data Group > Define Legal Entities > Define reference Sets.

D. Create Enterprise > Define Legal Entities > Define Reference Sets > Define Business Units > Define Legislative Data Group

Correct Answer: B

The following figure and chart describes the Business Process Model structures and activities.

Reference:

Oracle Fusion Applications Product Information Management Implementation Guide 11g,Enterprise Structures Business

QUESTION 5

What are the three items of valid personally Identifiable Information (PII) that can be used to uniquely identify, contact, or locate a single person?

A. First Name

B. Passport Number

C. Smoke Status

D. Business Email Address

E. Bank Account Number

Correct Answer: BDE