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Oracle Fusion Human Capital Management 11g Human Resources Essentials

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QUESTION 1

You are about to process the transfer for an employee. You realized that an appropriate action reason not available in the Action Reason field after entering the value in the Action field. What must you do to proceed with the transfer process?

- A. Customize the UI and Business Process for this because user defined Action Reasons are not allowed.
- B. Handle this scenario manually.
- C. Create a new user defined Action Reason because the creation of user-defined Action Reasons is allowed.
- D. Do the updates from the back end because the UI does not support this.

Correct Answer: C

Note: Action Reason

You can optionally associate reasons with actions, for example, a generic action of termination could have reasons such as voluntary retirement or involuntary layoff.

The primary reason for doing this is for analysis and reporting purposes. You can view the action and reason details in the Employee Termination Report. Line managers can view predictions about who is likely to leave voluntarily, which are

based on existing and historical terminations data. The process that generates the predictions uses the action and reason data to identify whether a termination is voluntary or involuntary. When managers allocate compensation to their

workers, they can select from a list of action reasons that help identify the type of or reason for the compensation allocation.

Reference:

Oracle Fusion Applications Coexistence for HCM Implementation Guide, Action Reason

QUESTION 2

Your company is using a third-party HCM application that includes HR and Benefits. You are planning to focus on HR Infrastructure, including implementation of new modules such as Oracle Fusion Global Payroll and Talent Management. What is the deployment option available?

- A. Adopt the coexistence model for Oracle Fusion Talent Management. Later, move all other modules of HCM to Oracle Fusion one by one.
- B. Adopt the new implementation for all the modules of HCM in Oracle Fusion.
- C. Adopt the upgrade solution for Oracle Fusion Applications.
- D. Adopt the coexistence model for Payroll and Talent Management in Oracle Fusion, later move all other modules of HCM to Oracle Fusion one by one.

Correct Answer: D



Reference:

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

QUESTION 3

You have terminated a sales manager "X" as of May 31, 2011 and promoted another employee "Y" to this position as of June 15, 2011. Sales Manager is a single incumbent position. Identify two correct details that would be displayed in the system as of June 5, 2011.

- A. The position details will display the current position FTE as 1, current incumbent FTE as 0, and the differential FTE as 1.
- B. The position details will display the current position FTE as 1, current incumbent FTE as 1, and the differential FTE as 0.
- C. The current field will be blank.
- D. The current incumbent field will have employee "Y".
- E. The incumbent details of "X" and "Y" can be viewed by clicking "Show History" in the position incumbent details screen.

Correct Answer: AE

Note:

*

Full-time equivalent (FTE) is a unit that indicates the workload of an employed person (or student) in a way that makes workloads comparable across various contexts. FTE is often used to measure a worker's involvement in a project, or to track cost reductions in an organization. An FTE of 1.0 means that the person is equivalent to a full-time worker, while an FTE of 0.5 signals that the worker is only half-time.

*

By default, FTE is the result of dividing assignment working hours by standard working hours, which are generally those of a full-time worker. For example, if a person's working hours on an assignment are 20 and the standard working hours for the department are 40, the FTE for the assignment is 0.5. If no standard- working-hours value is available for the enterprise, legal employer, position, or department, an assignment has no default FTE value. You can edit the FTE value on any assignment.

*

. Fixed roles tend to endure over time, surviving multiple incumbents. Industries that manage roles rather than individuals, where roles continue to exist after individuals leave, typically model the workforce using positions.

QUESTION 4

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 5

As a line manager you have 10 direct reports. You have certain work scheduled that needs to be completed in the coming week. You have identified three of your reports to complete the task and you would like to check for their availability in the coming week. Which report will give you a snapshot of their availability?

- A. My Organization
- B. Leave Availability
- C. Worker Availability
- D. Predicted Worker Performance and Attrition

Correct Answer: C

Worker Availability: How It Is Determined The availability of a worker during a selected time period is automatically determined using: Absence entries during that period The work schedule that the worker presently follows Calendar events

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