



1Z0-584^{Q&As}

Oracle Fusion Human Capital Management 11g Human Resources Essentials

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QUESTION 1

You are an HR specialist in your company and you need to set "Career Potential" as a content type. Which two roles should be granted access for the content section?

- A. Employee
- B. Managers
- C. HR Specialist
- D. Worker

Correct Answer: BC

QUESTION 2

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

QUESTION 3

You are currently in the process of modeling on HCM Organization, with one legal entity also defined as Payroll Statutory unit having two separate legal entities, which are also legal employers. Identify the three options that are correct for a Tax Reporting unit.

- A. A Tax Reporting unit is created automatically when you add a legal entity and identify it as a Payroll Statutory unit.
- B. A Tax Reporting unit is created manually when you add a legal entity and identify it as a Payroll Statutory unit.



C. One or more Tax Reporting units can be used by a single legal employer, and a Tax Reporting unit can be used by one or more legal employers.

D. Payroll Statutory units and Tax Reporting units have a parent/child relationship, with the Payroll Statutory unit being the parent.

E. Payroll statutory units and Tax Reporting units have a parent/child relationship, with the Tax Reporting unit being the parent.

Correct Answer: ACD

A: When you set up legal entities, you can identify them as legal employers and payroll statutory units, which makes them available for use in Oracle Fusion Human Capital Management (HCM). A tax reporting unit is created automatically when you add a legal entity and identify it as a payroll statutory unit. Depending on how your organization is structured, you may have only one legal entity that is also a payroll statutory unit and a legal employer, or you may have multiple legal entities, payroll statutory units, and legal employers. C: Tax reporting units are indirectly associated with a legal employer through the payroll statutory unit. One or more tax reporting units can be used by a single legal employer, and a tax reporting unit can be used by one or more legal employers.

D: Payroll statutory units and tax reporting units have a parent-child relationship, with the payroll statutory unit being the parent.

Reference:

Oracle Fusion Applications Workforce Deployment Implementation Guide 11g, Payroll Statutory Units, Legal Employers, and Tax Reporting Units: How They Work Together

QUESTION 4

An organization's requirement is to track the incumbent history and identify who was in a particular job at a given point of time. What would be your recommendation?

- A. Implement jobs functionality.
- B. Build grade ladders.
- C. Enable effective sequence on assignment.
- D. Implement position management.
- E. Do nothing as history tracking is default functionality.

Correct Answer: C

Effective sequence tracks the sequence of changes in rows for transactional history.

QUESTION 5

You are a consultant hired to implement Profile Management. One of the requirements is to track the corporate citizenship activities of all employees and rate them on their involvement in the organization. What five actions should be taken?

- A. using a seeded rating model



- B. creating a new rating model
- C. creating a non-free-form content type
- D. creating a free-form content type
- E. creating content items
- F. adding the content type to the HRMS content subscriber code
- G. adding the content type to the person profile type

Correct Answer: BCEFG

Creating Content Types and Content Items: Worked Example

This example demonstrates how to set up a new content type and content items to track the corporate citizenship activities of your workers so that you can rate them on their involvement in the organization. This example also demonstrates

how to set up a rating model to be used with the content type and add the new content type to the person profile.

To track corporate citizenship for your workers, complete the following tasks:

*

Create a rating model. (B) Note (B, not C):

Can a predefined rating model be used to rate corporate citizenship?

No. The predefined rating models do not have relevant rating descriptions.

*

Create a content type. (C, not D)

Should the content type be a free-form content type?

No. Content items are needed, and the content should be stored in the content library.

*

Create content items. (E)

*

(F) When the content type is added to the person profile as a content section, what properties should the fields contain?

Both the Comments field and the Company Contribution fields should display in the detail view of the content section, they should be required, and they should be included in search results.

*

Add the content type to the person profile type. (G)

In order to be visible on the person profile, the new content type must be added to the HRMS content subscriber code.



Reference:

Oracle Fusion Applications Marketing Implementation Guide 11g, Creating Content Types and Content Items: Worked Example

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