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Oracle Fusion Human Capital Management 11g Human Resources Essentials

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QUESTION 1

You created a free-form content type and added it to the person profile type but yet it is not visible on the person profile page. What do you think needs to be done additionally to ensure that the content type is visible on the person profile page?

- A. The new content item must be added to the HRMS content subscriber code.
- B. A new rating model has to be created.
- C. The new content type must be added to the HRMS content subscriber code.
- D. A new instance qualifier has to be created.

Correct Answer: C

You cannot view the content section for in the person profiles until you add the new content type to the HRMS content subscriber code.

Note: Free-form content types enable you to capture information in a profile that you do not need to store in the content library. For example, you can set up a free-form content type to store information about the previous employment

information for your workers. A free-form content type contains only a code, name, and a description, and does not have any properties defined for it until you add it to a profile type. Free-form content types do not include any content items.

Reference:

Oracle Fusion Applications Marketing Implementation Guide, Subscribers Fusion Applications Help, Define Workforce Profiles FAQs

QUESTION 2

Grade structures (grades, grade rates, and grade ladder) were configured for your customer and the required employee assignment data was migrated to the system.

However there was a change in requirement and the customer decided to do away with some grades as they were no longer used. When you try to delete one such grade from the system, the system throws an error.

Identify three possible reasons for the system error

- A. There are assignment records of one or more employees associated with this grade
- B. The grade has grade rates defined.
- C. The grade is linked to a grade ladder.
- D. Grade cannot be deleted and can only be made inactive by changing the status to "Inactive".
- E. Grade cannot be deleted and can only be end dated.

Correct Answer: ABC



QUESTION 3

You are setting up organizations in Fusion HCM. Identify the five setup activities to be performed via the Functional Setup Manager.

- A. Manage Business Units
- B. Manage Divisions
- C. Manage Enterprise
- D. Manage Departments
- E. Manage Legislative Data Groups
- F. Manage Legal Entity
- G. Manage Professional Bodies

Correct Answer: BCDEF

You define the following business objects in Oracle Fusion by performing the associated tasks in the order specified by the Oracle Fusion Functional Setup Manager. Business Object: Task

*

Enterprise

Manage Enterprise HCM Information (C)

*

Legislative Data Group

Manage Legislative Data Groups (E)

*

Legal Entity

Manage Legal Entity (F)

*

Application Reference Data Set

Manage Reference Data Sets

*

Employment Action

Manage Actions

*



Employment Action Reason

Manage Action Reasons

*Legal Employer Organization, Payroll Statutory Unit Organization

Manage Legal Entity HCM Information

*

Payroll Element Input Value

Manage Elements

*

Payroll Element Type

Manage Elements

*

Person Assignment Status Type

Manage Assignment Status

*

Person Type

Manage Person Types

Note:

*Oracle Fusion Functional Setup Manager (FSM) guides you through the tasks of setting up the functional data and reference data after installation and helps you move the setup data from one environment to another (such as from the development environment to the production environment).

*

FSM Setup tasks: Represent the work necessary to set up initial configurations of offerings ?and in turn, the business processes and sub processes that those offerings support ?to make them ready for transactions. For example, Manage Reporting Currency, Assign Balancing Segments to Ledger, and Manage Tax Regime, are some of the setup tasks that are performed to make the Financials offering ready for transactions.

Reference:

Oracle Fusion Applications Coexistence for HCM Implementation Guide

QUESTION 4

Identify the four business subprocess offered under the workforce Deployment category of the Oracle Fusion HCM family.



- A. Manage Absence
- B. Manage Global Workforce
- C. Manage Worker Performance
- D. Manage Social Networking
- E. Manage Workforce Profiles
- F. Manage Workforce Life Cycle

Correct Answer: ADEF

A: The Manage Absences business process is performed by human resource (HR) specialists and employees, or their managers, to provide accurate records of absences for reporting and payroll calculations.

D: You can create and join networks of people in your enterprise to collaborate, share knowledge, and achieve goals. Use the examples in this topic to understand how you can benefit from a social network.

E: The Manage Workforce Records business process enables access to the worker directory and management of worker document records and checklists.

F: The Manage Workforce Lifecycle business process covers all stages of a worker's association with the enterprise, from creation of the person record through termination of work relationships.

Reference;

Oracle Fusion Applications Workforce Deployment, Human Resources Guide

QUESTION 5

What are the three benefits of Oracle Fusion Applications using a Lightweight Directory Access Protocol (LDAP) system?

- A. enforces the principle of least privilege
- B. segregates duties to be more rigorously enforced
- C. allows principles of assured revocation to be more rigorously enforced
- D. extends the database concept of a grant to applications
- E. uniquely identifies a single person

Correct Answer: ABC

Oracle Fusion Applications applies the following standard security principles:

*

Least privilege (A)

Oracle Fusion Applications roles carry only required privileges. Application roles define duties that entitle access to only the functions and data necessary for performing the defined tasks of that duty.



*

Segregation of duties (B)

Oracle Fusion Applications checks duty roles for segregation of duties policy violations measured against content and the risks defined in the Oracle Application Access Controls Governor (AACG) and against content according to best available security guidelines. User and role provisioning respects the segregation of duties policies.

*

Containment and no write down

*

Transparency

*

Assured revocation (C)

Revoking one security policy revokes all implementations of that policy across all tools in production.

*

Defense in depth

E: The process Retrieve Latest LDAP Changes sends to Oracle Fusion HCM among other items:

Reference:

Oracle Fusion Applications Security Guide 11g

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