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Oracle Fusion Human Capital Management 11g Human Resources Essentials

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QUESTION 1

As an implementation consultant, you are required to explain the differences between person numbers and worker numbers to the client's Super User. Which two options best describe the difference between person numbers and worker numbers?

- A. A. The person number is the person record's unique ID when you create the record. Worker numbers identify employee and contingent worker work relationships.
- B. The person number is allocated automatically when you create the record. Allocation of worker numbers can be either automatic or manual.
- C. The person number is the person record's ID when you create the record. Person number may not be unique in the enterprise. Worker numbers identify employee and contingent worker work relationships. A person with multiple such relationships has multiple worker numbers.
- D. The person number is allocated wither automatically or manually, when you create the record. Allocation of worker number can be either automatic or manual.

Correct Answer: AB

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person number

A person ID that is unique in the enterprise, is allocated automatically to the person record, and does not change, even if the person leaves and later rejoins the enterprise.

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Worker numbers can be generated either manually or automatically.

If you select manual generation, then you are recommended to define a numbering scheme to suit local requirements. For example, determine whether uniqueness within the enterprise or at the legal employer level is important, and define the numbering scheme accordingly.

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 workrelationship 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 2



What does Oracle Platform Security provide enterprise product development teams, systems integrators (SIs), and independence software vendors (ISVs)?

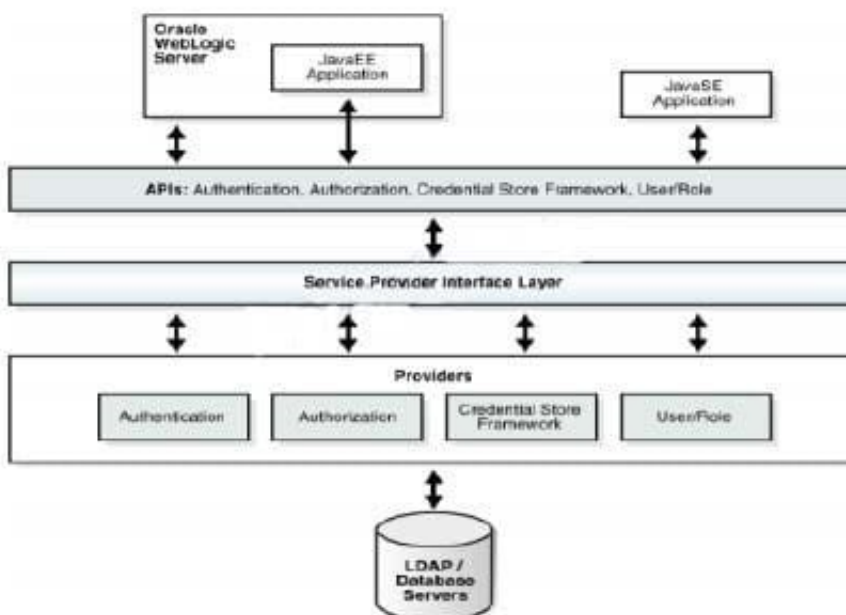
- A. data security
- B. provisioning
- C. segregation of duties
- D. web services and WebPages
- E. confidential data

Correct Answer: D

Oracle Platform Security Services (OPSS) provides enterprise product development teams, systems integrators (SIs), and independent software vendors (ISVs) with a standards- based, portable, integrated, enterprise-grade security

framework for Java Standard Edition (Java SE) and Java Enterprise Edition (Java EE) applications.

OPSS Architecture, see figure below.



QUESTION 3

Identify three valid work structures that can help you identify the changes made in the Oracle Fusion HCM transaction date.

- A. Effective data
- B. Action Reason
- C. Descriptive flexfields



- D. Approvals
- E. Key flexfields
- F. Code
- G. Name

Correct Answer: CDE

C: Descriptive flexfields (DFFs) allow you to extend Oracle applications to meet business requirements without the need for programming. You can use descriptive flexfields in the Oracle Trade Management UI to gather information , important and unique to your business, that would not otherwise be captured. You can customize a descriptive flexfield to capture just the information your organization needs. The flexfield structure can depend on the value of a context field and display only those fields (segments) that apply to the particular type of context.

E: In an Oracle environment, a flexfield is a database field that has flexibility built into it so that users can define reporting structures that are relevant to their specific organizations. Two types of flexfields are provided: key flexfields, which are required to record key data elements in Oracle applications, and descriptive flexfields, which are user-defined and record data elements that aren't automatically provided.

QUESTION 4

You are implementing Oracle Fusion HCM and feel users may find it useful to be reminded of the effective date whenever they open a window where they can enter or change date-tracked information. You plan to implement the user profile option called "DateTrack: Reminder" that determines when the decision window appear to ask users if they want to change the effective date. Identify the three possible values for this profile.

- A. Once
- B. Never
- C. Not now
- D. Not Today
- E. Always

Correct Answer: ABE

QUESTION 5

An enterprise wants to switch from "Single employment terms with multiple assignments" model to "Multiple employment terms with multiple assignments" model. Select the valid option regarding when the above is possible.

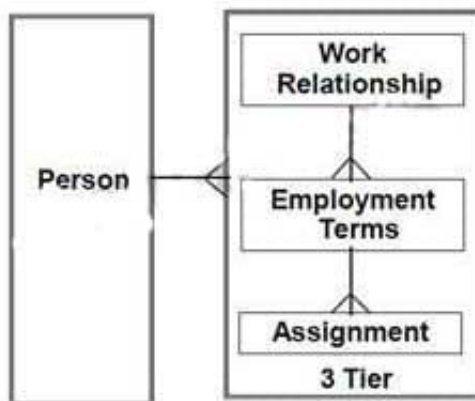
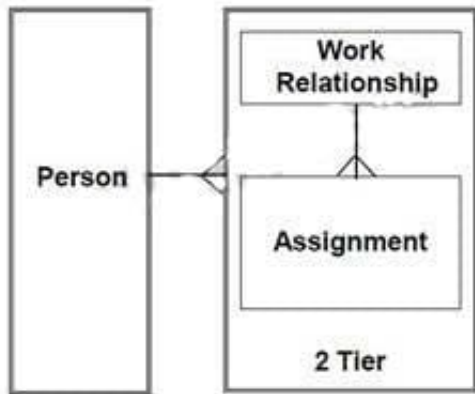
- A. only if no work relationship exists between an enterprise and a legal employer
- B. by removing all the previous work relationship and creating new relationships in the new model
- C. at any time without any constraint



D. by setting up a now legal employer

Correct Answer: B

Fusion HCM Oracle includes employment models. There are two models, the 2 tier and the 3 tier model. The difference between the two models is the employment terms, a set of terms and conditions to govern one or more assignments.



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