



# 1Z0-584<sup>Q&As</sup>

Oracle Fusion Human Capital Management 11g Human Resources Essentials

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### QUESTION 1

As an HR Specialist in your company, you are responsible for setting up the Performance rating model. You navigate to Manage Ratings Model and select seeded "Performance Rating Model". Out of the four tabs available to update, the Distributions tab is used only by which Oracle Fusion product in determining target distributions?

- A. Goal Management
- B. Compensation Management
- C. Performance Management
- D. Talent Review

Correct Answer: C

Create a rating model distribution to set target percentages for worker overall performance ratings that your organization prefers for each rating level of a rating model. The comparison of the target rating model distribution to the actual distribution of overall ratings managers give their workers on completed performance documents appears in the Rating Distribution analytic that appears on the Performance Manager Overview page.

Reference:

Oracle Fusion Applications Marketing Implementation Guide 11g, Manage Target Ratings Distribution

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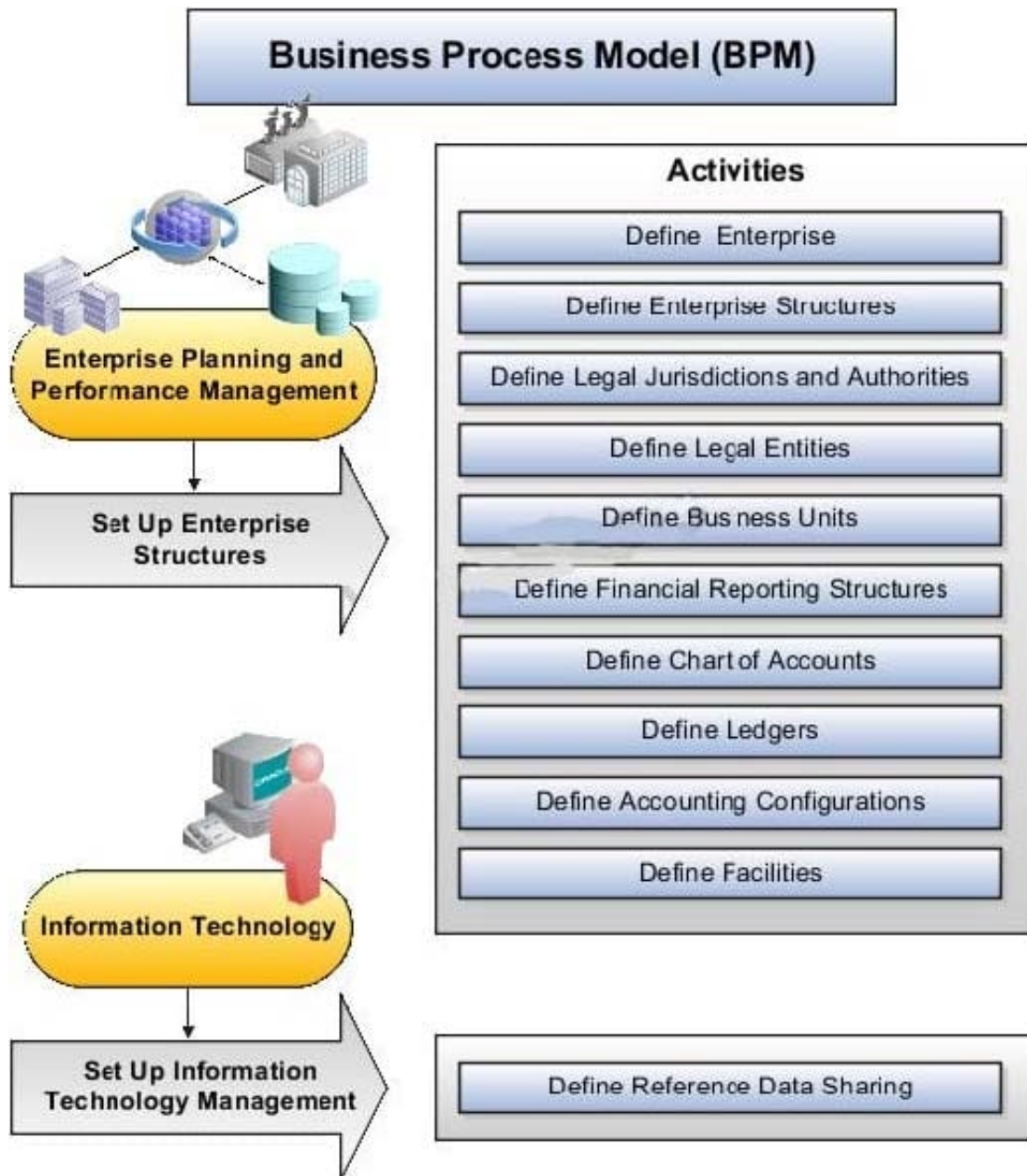
### QUESTION 2

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 Process Model: Explained

### QUESTION 3

You are a consultant hired to implement Profile Management. One of the requirements is to track the previous employment information for workers, including employer name, dates of employment, and job description. However, it is not

required to set up and maintain content items for each employer, and this information applies only to person profiles.

What four actions should be taken?



- A. creating a non free-form content type
- B. creating a free-form content type
- C. adding the content type to the HRMS content subscriber code
- D. adding the content type to the Person profile type
- E. granting access employees, managers, and HR specialists to update the content section
- F. granting access to HR specialists only to update the content section
- G. granting access to employees and managers to update the content section

Correct Answer: BCDE

B: 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

B, C: Setting Up a Free-Form Content Type

D: Note that free-form content types do not contain relationships and do not contain properties until you add them to a profile type.

E: Employees, managers, and HR specialists should all have access to update the content section. Note: 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.

Reference:

Oracle Fusion Applications Product Information Management Implementation Guide, Profile Management: Explained



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#### QUESTION 4

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

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#### QUESTION 5

A worker was first hired on 1-Apr-2005 with a work relationship of "Employee". Later, the worker started the work relationship of Contingent worker on 2-Jun-2006. The worker has two current work relationships with the same legal employer. Identify the three correct options regarding service and seniority dates of the worker.

- A. The enterprise service date of the worker is 1-Jan-2005, the date on which the worker's record is created.
- B. The enterprise seniority date of the worker is 1-Apr-2005, the date on which the worker's enterprise service is based.
- C. The enterprise start date of the worker is 1-Apr-2005, the staff date of the worker's first work relationship of employee in the enterprise.
- D. The enterprise start date of the worker is 2-Jun 2006, the start date of the worker's first work relationship as Contingent worker in the enterprise.
- E. The enterprise seniority date of the worker is 2-Jun 2006, the date on which the worker's enterprise service is based.



Correct Answer: ABD

B: A seniority date is a date on which the calculation of a person's length of service with the enterprise or a legal employer. This date tracks the amount of time that a worker has been with a particular company in the organization. The default date is the hire date, but you can override it.

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