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Oracle Fusion Human Capital Management 11g Human Resources Essentials

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QUESTION 1

An enterprise operates in a country where contract information is required for the employees. What kind of employment model can an enterprise use?

- A. multiple assignments
- B. single assignment with contracts
- C. single assignment
- D. multiple assignment with contracts
- E. CONTRACT ASSIGNMENT

Correct Answer: B

Single Assignment with Contract

If you select Single Assignment with Contract, users can include contract information in the single assignment. This approach enables those legislations that require contract information in employment records to meet their obligations without

having to use a three-tier employment model.

Note: The two-tier employment model comprises two types of entities, which are work relationships and assignments. Employment terms occur in the three-tier employment model only.

When you configure the employment model for the enterprise or legal employer (when you create or update the enterprise or legal employer), you can select from three two-tier options:

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Single Assignment

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Single Assignment with Contract If you select Single Assignment with Contract, users can include contract information in the single assignment. This approach enables those legislations that require contract information in employment records to meet their obligations without having to use a three-tier employment model.

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Multiple Assignments

Reference:

Oracle Fusion Applications Coexistence for HCM Implementation Guide, The Two-Tier Employment Model: Explained

QUESTION 2

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 3

Enterprise ABC Limited is based in US, UK, and Australia. The grade structure is common across the enterprise. However, the salary is paid out in respective currencies on each of the regions. Identify the correct method of defining the grade and grade rates.

- A. Link grades with a commonset and associate grade rates with legislative data group for each region.
- B. Create grades and grade rates specific to each country and associate themwith respective business units.
- C. Create grades and grade rates specific to each country and associate them with legislative data group for each region.
- D. Link grades and associate grade rate with a common set.

Correct Answer: C

You assign a legislative data group to each grade rate. Depending on how your enterprise is configured, you may have several legislative data groups. You can set up grades that are shared across different areas of your business, and then enter rates that are specific to each legislative data group.

Note:

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Legislative data groups are a means of partitioning payroll and related data. At least one legislative data group is required for each country where the enterprise Each legislative data group is associated with one or more payroll statutory units.



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Oracle Fusion Payroll is organized by legislative data groups. Each legislative data group marks a legislation in which payroll is processed, and is associated with a legislative code, currency and its own cost key flexfield structure. A legislative data group is a boundary that can share the same set up and still comply with the local laws. It can span many jurisdictions as long as they are within one country, and contain many legal entities that act as payroll statutory units. Each payroll statutory unit can belong to only one legislative data group.

Reference: Oracle Fusion Applications Workforce Deployment, Human Resources Guide, Grade Rates: Explained

QUESTION 4

You are an HR Specialist in your company of 500 employees. You need to setup person profiles but you do not want users to enter the Accomplishments content type. Identify the three correct statements related to a person profile for the above scenario.

- A. Each employee can have two Person Profiles.
- B. Each employee can have only one Person Profile.
- C. Person Profile is automatically associated with the Core HR person.
- D. Person Profile is created automatically whenever a person record is created in Core HR.
- E. Person profile is created automatically whenever a user attempts to access a person's profile for the first time.
- F. Person Profile creation program is executed to create a person profile.

Correct Answer: BDF

Note: You create person profiles for individual workers and model profiles for workforce structures, such as a jobs or positions. The information that you complete for the profile is determined by how the profile type has been set up. For example, a person profile might contain information about a person's education, language skills, competencies, and activities and interests. A job profile might contain information about the requirements for the job, such as competencies, language skills, degrees, or certifications.

QUESTION 5

You are given the task of identifying the ongoing maintenance activities that can be performed from the Work Structure work area. Identify five valid options.

- A. Manage Enterprise
- B. Manage Department
- C. Manage Business Unit
- D. Manage Professional Bodies
- E. Manage Reporting Establishment
- F. Manage Legal entities



G. Manage Legislative Data Groups

H. Manage Disability Organizations

I. Manage Division

Correct Answer: ABCFG

Note: Identifying the Work Structures

You identify each of the work structures using a security profile of the relevant type.

To identify:

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Departments (B), business units (C), and legal employers (F), you use organization security profiles

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Positions, you use a position security profile

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LDGs (G), you use an LDG security profile

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Payrolls, you use a payroll security profile These security profiles are reusable: you can include them in any person security profile where they can identify the relevant data instance set of person records. The person security profile inherits the data instance set of any security profile that you include.

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