



1Z0-584^{Q&As}

Oracle Fusion Human Capital Management 11g Human Resources Essentials

Pass Oracle 1Z0-584 Exam with 100% Guarantee

Free Download Real Questions & Answers **PDF** and **VCE** file from:

<https://www.geekcert.com/1z0-584.html>

100% Passing Guarantee
100% Money Back Assurance

Following Questions and Answers are all new published by Oracle Official Exam Center

-  **Instant Download** After Purchase
-  **100% Money Back** Guarantee
-  **365 Days** Free Update
-  **800,000+** Satisfied Customers





QUESTION 1

Which Oracle Fusion HCM product helps HR managers and professionals in proactively Identifying potential issues and taking corrective actions?

- A. Profile Management
- B. Workforce Predictions
- C. Workforce Life Cycle Manager
- D. Goal Management
- E. Talent Review

Correct Answer: B

Forward looking management strategies

Oracle Fusion Workforce Predictions uses indicators, current and historical, to predict performance and attrition, determine corrective action through "what if" scenario modeling, and provide the ability to implement that corrective action. For

example, a top performer might be predicted to have a high likelihood of attrition or become a poor performer because of too many hours worked while not taking enough vacation time and the last pay increase given was lower than what their

peers received.

Reference:

ORACLE FUSION WORKFORCE PREDICTIONS, Data Sheet

QUESTION 2

Fusion security authorizes end users to access which securable application artifacts created using Oracle Application Development Framework (Oracle ADF)?

- A. Individual permissions to access work areas, dashboards, task flows, pages, reports batch programs, and BI subject areas
- B. Individual permission to reset their password for the login application
- C. Set of users requesting access based on the job level
- D. Multiuser permission with validation of password length, alphanumeric, and special character usage
- E. individual permission to access web services and webpages only

Correct Answer: C

Note: Oracle Fusion Applications is secure as delivered. The Oracle Fusion security approach tightly coordinates various security concerns of the enterprise, including:



* The ability to define security policies to specify the allowed operations on application resources, including viewing and editing data and invoking functions of the application. *The ability to enforce security policies by roles assigned to end users, and not directly enforced on the end users of the system.(C)

Reference:

Oracle Fusion Applications Extensibility Guide 11g, Customizing Security for ADF Application Artifacts

QUESTION 3

You have to compare two jobs. What are the three data sets on which the comparison can be based?

- A. Competencies
- B. Salary
- C. Assignment
- D. Development plans
- E. Potential
- F. Contracts

Correct Answer: ABC

A:Using the comparison feature, you can compare profiles to determine next career moves or training needs for workers, and identify suitable candidates for jobs. For example, if John is looking for his next career move, he can compare his profile to that of a job to determine whether his competency ratings match the targeted competency ratings in a job profile.

QUESTION 4

As a consultant in your company, you are required to set up names and details of schools, colleges, universities, and so on, so that users can select from this list when entering their qualifications such as degrees. Identify the correct setup task in FSM > Define Workplace Profiles.

- A. Define Telnet > manage Profile Types
- B. Define Telnet Profile Content > Manage Content Subscribers
- C. Define Telnet Profile Content > Manage Profile Content Items
- D. Define Telnet Profile Content > Manage Educational Establishments

Correct Answer: D

Manage Educational Establishments:Create and update a list of educational establishments that your workers have attended, including high schools, colleges, universities, and professional schools.

Reference:

Oracle Fusion Applications Product Information Management Implementation Guide 11g, Define Enterprise: Manage



Enterprise HCM Information

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

[1Z0-584 PDF Dumps](#)

[1Z0-584 Practice Test](#)

[1Z0-584 Exam Questions](#)