1Z0-584^{Q&As}

Oracle Fusion Human Capital Management 11g Human Resources Essentials

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QUESTION 1

Identify three features that describe locations.

A. Location is a place where you conduct business or which is of interest to your business.

B. Users have the ability to view locations on a map.

C. Locations are created for each business unit.

D. Only a single address type is available for all location.

E. Locations are not date effective.

F. Locations can be deleted.

G. Users have the ability to upload images.

Correct Answer: ABD

A: A location identifies physical addresses of a workforce structure, such as a department or a job. You can also create locations to enter the addresses of external organizations that you want to maintain, such as employment agencies, tax

authorities, and insurance or benefits carriers.

B: MapViewer is a J2EE service for rendering maps using spatial data managed by Oracle Spatial. MapViewer provides services and tools that hide the complexity of spatial data queries and cartographic rendering, while providing

customizable options for more advanced users.

MapViewer is designed to integrate with Location-Based services and applications.

Reference:

Oracle Fusion Applications Workforce Deployment 11g, Human Resources Guide, Locations: Explained

QUESTION 2

Select the three products offered as part of the Oracle Fusion HCM product family under the business process category of Workforce Rewards.

A. Compensation Management

B. Time and Labor

C. Incentive Management

D. Benefits Management

E. Global Payroll

F. Global HR

Correct Answer: ACD

Compensation and Benefits are set up and entered within Workforce Rewards. Note: Workforce Rewards benefits include: Compensation Planning and Simulation

*

Create multiple base and incentive pay plan scenarios to analyze the cost and return on investment of proposed changes.

*

Define compensation plan eligibility groups and base and incentive pay rules.

*

Design pay structures with the optimal mix of base and incentive pay.

*

Adjust pay structures, eligibility rules, and formulas to create compensation models for running scenarios. *Identify the difference between actual cost and the eventual employee value of different compensation elements.

QUESTION 3

Identify the correct statements related to support for descriptive flexfields in Profile Management. Select three.

A. Descriptive flexfields are enabled out of the box for business object "Education Establishments".

B. Descriptive flexfields are supported but not enabled out of the box for business object "Education Establishments".

C. Descriptive flexfields are supported for business object "Rating Models".

D. Descriptive flexfileds are supported for business object "Rating Levels".

E. Descriptive flexfields are enabled out of the box for business object "Content Items" and "Profile Items"

Correct Answer: ACE

Note:

*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.

* Two business objects in Profile Management that support Descriptive Flexfields are Education Establishments and Content Items.

QUESTION 4

You want to use the tree management feature to organize data into hierarchies. Identify the seeded tree structures.

A. organization, position, division, geographies

B. organization, position, department, geographies

C. organization, job, department, geographies

D. organization, job, division, geographies

E. organization, position, division, establishment

Correct Answer: C

Note:

*Oracle Fusion Human Capital Management (HCM) uses trees to model organization hierarchies. It provides seeded tree structures for department and other organizational hierarchies that can include organizations with any classification.

* Oracle Fusion tree management allows data in applications to be organized into a hierarchical fashion, and allows you to create tree hierarchies based on specific data.

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 HCMamong other items:

Reference:

Oracle Fusion Applications Security Guide 11g

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