



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

Oracle Fusion Human Capital Management 11g Human Resources Essentials

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**QUESTION 1**

When a worker who previously had a worker number in an enterprise starts a new employee or Contingent worker work relationship, the existing worker number is reused only if the new work relationship:

- A. is of a different type from the previous work relationship
- B. is of the same type from the previous work relationship
- C. is of the same type as the previous work relationship, But the new work relationship is with a different legal employer and a legal-employer number sequence was used in the previous work relationship
- D. is of the different types as the previous work relationship, but the new work relationship is with a different legal employer and a legal employer number sequence was used in the previous work relationship

Correct Answer: A

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 work relationship 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

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**QUESTION 2**

As an HR Administrator, you search for a worker's record and want to update certain values on the assignment level. Your legal employer has not allowed for an override at the assignment level. However, as an HR Administrator, you are aware that certain values are editable. Identify two options that contain these editable values on the assignment.

- A. AssignmentName, Assignment Number
- B. Job, Location
- C. Assignment Category, Person Type
- D. Assignment Status, Assignment Projected End Date
- E. Assignment Number, Job

Correct Answer: AC

You can edit the following values on the assignment regardless of whether override at the assignment level is allowed:

\*Assignment name



\*Assignment number

\*Assignment status

\*Assignment projected end date

Reference;

Oracle Fusion Applications Workforce Deployment, Human Resources Guide, Editing Inherited Values on Assignments

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### QUESTION 3

You are working as an HRMS Business Analyst implementing Fusion Human Resources, Global Payroll, Talent Management, and Compensation. You are evaluating the options of deploying applications, with the objective of being free from maintaining the infrastructure and applications while owning their infrastructure. Which deployment option will you recommend?

- A. SaaS model for Human Resources and Global Payroll only, with the rest of the modules On Premise
- B. SaaS model for Human Resources, Global Payroll, Talent Management, and Compensation
- C. hosted model for Human Resources and Global Payroll only, with the rest of the modules On- premise
- D. hosted model for Human Resources, Global Payroll, Talent Management, and Compensation

Correct Answer: B

Oracle Fusion Human Capital Management (HCM) delivers a complete suite of human resource and talent management applications, all available as Software as a Service(SaaS).

Note: The adoption of Software as a Service (SaaS) or On-Demand presents several technical and business challenges for all players involved -independent software vendors (ISVs), hosting services providers and the customers. The

technical challenges for SaaS providers include support for multi-tenancy, integration, security, usability, customization and service-level management. Oracle SaaS orm consisting of virtualization, database, middleware and management

software provides a comprehensive platform that addresses these challenges and runs on grid.

Reference:

HR in the Cloud: Bringing Clarity to SaaS Myths and Manifestos, Oracle White Paper

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### QUESTION 4

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.

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## QUESTION 5

You have terminated a sales manager "X" as of May 31, 2011 and promoted another employee "Y" to this position as of June 15, 2011. Sales Manager is a single incumbent position. Identify two correct details that would be displayed in the system as of June 5, 2011.

A. The position details will display the current position FTE as 1, current incumbent FTE as 0, and the differential FTE as 1.

B. The position details will display the current position FTE as 1, current incumbent FTE as 1, and the differential FTE as 0.

C. The current field will be blank.

D. The current incumbent field will have employee "Y".

E. The incumbent details of "X" and "Y" can be viewed by clicking "Show History" in the position incumbent details screen.

Correct Answer: AE

Note:

\*

Full-time equivalent (FTE) is a unit that indicates the workload of an employed person (or student) in a way that makes workloads comparable across various contexts. FTE is often used to measure a worker's involvement in a project, or to track cost reductions in an organization. An FTE of 1.0 means that the person is equivalent to a full-time worker, while an FTE of 0.5 signals that the worker is only half-time.

\*

By default, FTE is the result of dividing assignment working hours by standard working hours, which are generally those of a full-time worker. For example, if a person's working hours on an assignment are 20 and the standard working



hours for the department are 40, the FTE for the assignment is 0.5. If no standard- working-hours value is available for the enterprise, legal employer, position, or department, an assignment has no default FTE value. You can edit the FTE value on any assignment.

\*

. Fixed roles tend to endure over time, surviving multiple incumbents. Industries that manage roles rather than individuals, where roles continue to exist after individuals leave, typically model the workforce using positions.

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