



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.pass4itsure.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**

What is the user experience feature of Fusion HCM products that helps you organize and manage person data complexity, and interact with modules through simple standard interfaces?

- A. Manager Dashboard
- B. Embedded Analytics
- C. Portrait Cards
- D. Organization Viewer

Correct Answer: A

Fusion HCM delivers a Manager Dashboard that drives productivity and consistency when managing an integrated workforce. Note: In a single location, managers are provided with: In a single location, managers are provided with:

*

A comprehensive view of key data for their organization in a hierarchical grid including contact, employment, availability, compensation, and performance information

*

An interactive visual organizational chart that includes: / Interactive view of summarized contact, employment, salary, and performance information for direct reports / Role based actions initiated from the org chart allowing managers to take appropriate self-service actions on their directs such as promotions, transfers, terminations / Access to Managers View of Worker Portraits allowing managers to gain deeper insight into an individual's performance, goals, qualifications, total compensation, and availability trends / Simple reporting enabling exports of data to Excel allowing managers to create quick, visual reports of their organization

*

Delivered, configurable embedded analytics that provide decision-making insight. Analytics include reporting at multiple levels giving indirect managers better visibility and control.

*

Analytics that specifically support line managers include: / Worker availability schedules / Leave balances and financial liability / New hire monitoring / Performance process monitoring

*

Analytics that support executive level managers include / Headcount / Turnover / Predictive intelligence

*

Real time side by side worker comparisons based on skills, performance, and qualifications as well as the comparison of job profiles. This visual comparison of workers and jobs empowers managers to optimize organizational staffing decisions

*

The ability to identify the most qualified workers with best-fit analysis using weighted search parameters and profile



ranking of competencies, licenses, mobility preferences, and experience. This functionality allows a user to find either the most suitable candidate for a job or a job most suitable for an individual. Based on both the employee profile and the organizational talent profile, this algorithm helps users make informed decisions about how the organization may be optimized.

Reference:

Oracle Fusion Human Capital Management, Oracle Data Sheet

QUESTION 2

For password management, your customer wants you to set up password policies, password synchronization, and password resets. Which three items must you implement?

- A. self service, which helps users reset their own password
- B. self service, which helps users to only raise a request to reset their password
- C. advanced password policies with validation of password length, alphanumeric and special character usage
- D. self-service, which helps users block the access and the password
- E. password synchronization in which OIM can synchronize or map passwords across managed resources and differences in password policies among these resources

Correct Answer: ACE

Password management includes self-service (users can reset their own passwords)

(A), advanced password policies (password length, alphanumeric and special characters usage, etc.) (C), password synchronization (OIM can synchronize or map passwords across managed resources and enforce differences in password

policies among these resources) (E). OIM is tightly

integrated with Oracle Access Manager to support password management

Reference:

Oracle Fusion Applications Security Leveraging Oracle Identity Management, Oracle White Paper, Password management

QUESTION 3

Which three are free-form content types of Profile Management?

- A. Honors and Awards
- B. Accomplishments
- C. Languages
- D. Potential



E. Career Preferences

Correct Answer: ABC

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.

Note:

*

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

*

Free-form content types do not contain relationships and do not contain properties until you add them to a profile type.

QUESTION 4

As an implementation consultant, you created an action "Hire A Part-Time Employee" to hire part time employees. You want the action to appear in the Action List of the predefined "Hire an Employee" page. What should you do to ensure this?

- A. Create a new Action type.
- B. Nothing, the system will automatically detect and associate it with the page.
- C. Associate it with the "Hire an Employee" Action Type.
- D. New actions cannot be created

Correct Answer: C

Action type identifies the type of business process associated with the action and determines what happens when you select an action. An action type is associated with one or more predefined actions. You can create your own actions and

associate them with the predefined action types. For example, the Hire an Employee action type is associated with the Hire action. You could create an action Hire Part-Time and associate it with the Hire an Employee action type. Your action

appears in the Action list of values on the Hire an Employee page. To hire a part-time employee, you could select the Hire Part-Time action instead of the predefined Hire action.

Reference:

Oracle Fusion Applications Coexistence for HCM Implementation Guide 11g, Action Type

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.

[1Z0-584 PDF Dumps](#)

[1Z0-584 VCE Dumps](#)

[1Z0-584 Study Guide](#)