



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

Oracle Fusion Human Capital Management 11g Human Resources Essentials

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**QUESTION 1**

Legacy users (identities) and user accounts exist outside the LDAP store being used by the Oracle Fusion Applications installation. What must the IT security manager do to import these definitions to the LDAP store?

- A. Import HR workers and Import Data task.
- B. Import job role hierarchy and HCM Role Provisioning Rules.
- C. Import Worker Users and Partner Users tasks.
- D. Import Batch Data Loading Duty and Partner Account Administration Duty.
- E. Import Functional role task and grade task.

Correct Answer: C

If legacy users (identities) and user accounts exist outside the LDAP store that is being used by the Oracle Fusion Applications installation, the IT security manager has the option to import these definitions to the LDAP store by performing the

Import Worker Users and Import Partner Users tasks.

Reference:

OracleFusion Applications Workforce Deployment Implementation Guide 11g, Import Users

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**QUESTION 2**

A manager in an organization plans to implement a three-tier employment model and wants to ensure that the same attributes are applied to each person in the organization. What approach will you recommend to meet this requirement?

- A. Set the values in the employment terms and prevent override at assignment level.
- B. Don't set the value, in employment terms and prevent override at assignment level.
- C. Set the values in employment terms and allow override at assignment level.
- D. Don't set the values in employment terms and allow override at the assignment level.

Correct Answer: A

Preventing Override at the Assignment Level

If you prevent override at the assignment level, then users cannot update assignment attribute values inherited from employment terms. This approach is recommended if you want to enforce particular assignment attribute values.

The restriction applies only to attribute values that users specify on the employment terms, and they can specify as many or as few attributes as required at that level. Any value that users omit from the employment terms can be updated

without restriction at the assignment level.



Note: If you use the three-tier employment model, assignments inherit most attribute values from the associated employment terms. For example, if you set the assignment category to full-time in the employment terms, then all assignments

associated with those employment terms are full-time by default. For the enterprise or legal employer, you specify whether attribute values inherited from employment terms can be overridden at the assignment level.

Reference:

Oracle Fusion Applications Workforce Development Implementation Guide 11g, Employment Terms Override: Explained

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### QUESTION 3

What Oracle Fusion Middleware features maximize the security of Fusion Applications?

- A. Improved productivity, manageability, and responsibility
- B. Improved extensibility, responsibility, and functionality
- C. Improved productivity, adaptability, and manageability
- D. Improved sustainability, adaptability, and extensibility
- E. Improved adaptability, extensibility, and functionality

Correct Answer: B

Extensibility: Be able to customize and extend Oracle Fusion CRM applications.

Responsibility through Roles. Functionality: Function security.

Reference:

Oracle Fusion Applications Security Guide

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### QUESTION 4

There are two legal employers identified for your current application implementation. The legal employers have inherited the number generation method set at the enterprise. However, there is a need to override the number generation method at the legal employer level.

Identify two options where an override can be done.

- A. No condition. The worker generation method Can be changed to automatic at any time.
- B. The employment model selected should be a two-tier one.
- C. No employee or contingent worker work relationships should exist for that legal employer.
- D. The employment model selected should be a three-tier one.



E. Manual worker-number generation for a legal employer can be selected any time.

Correct Answer: CD

All legal employers automatically inherit the enterprise number-generation method.

You can override the number-generation method at the legal employer level, as follows:

\*

(C) You can select automatic worker-number generation for a legal employer, provided that no employee or contingent worker work relationships exist for that legal employer.

\*

(E) You can select manual worker-number generation for a legal employer at any time.

Reference:

Oracle Fusion Applications Workforce Deployment Implementation Guide 11g, Setting the Number-Generation Method for a Legal Employer

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## QUESTION 5

What does Oracle Platform Security provide enterprise product development teams, systems integrators (SIs), and independence software vendors (ISVs)?

A. data security

B. provisioning

C. segregation of duties

D. web services and WebPages

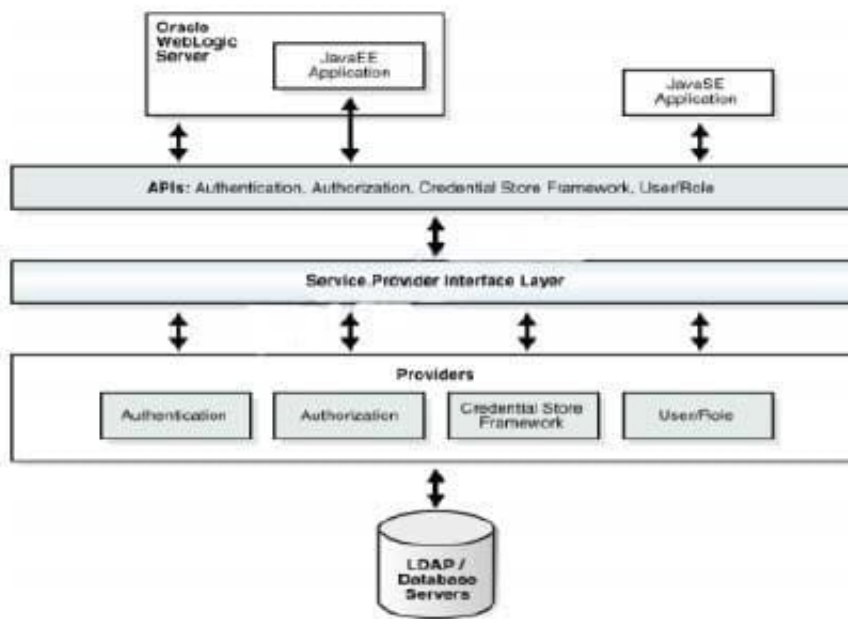
E. confidential data

Correct Answer: D

Oracle Platform Security Services (OPSS) provides enterprise product development teams, systems integrators (SIs), and independent software vendors (ISVs) with a standards- based, portable, integrated, enterprise-grade security

framework for Java Standard Edition (Java SE) and Java Enterprise Edition (Java EE) applications.

OPSS Architecture, see figure below.



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