1Z0-584^{Q&As}

Oracle Fusion Human Capital Management 11g Human Resources Essentials

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QUESTION 1

Grade structures (grades, grade rates, and grade ladder) were configured for your customer and the required employee assignment data was migrated to the system.

However there was a change in requirement and the customer decided to do away with some grades as they were no longer used. When you try to delete one such grade from the system, the system throws an error.

Identity three possible reasons for the system error

A. There are assignment records of one or more employees associated with this grade

B. The grade has grade rates defined.

C. The grade is linked to a grade ladder.

D. Grade cannot be deleted and can only be made inactive by changing the status to "Inactive".

E. Grade cannot be deleted and can only be end dated.

Correct Answer: ABC

QUESTION 2

As an HR Specialist in your company, you are responsible for setting up the Performance rating model. You navigate to Manage Ratings Model and select seeded "Performance Rating Model". Out of the four tabs available to update, the Distributions tab is used only by which Oracle Fusion product in determining target distributions?

A. Goal Management

B. Compensation Management

C. Performance Management

D. Talent Review

Correct Answer: C

Create a rating model distribution to set target percentages for worker overall performance ratings that your organization prefers for each rating level of a rating model. The comparison of the target rating model distribution to the actual

distribution of overall ratings managers give their workers on completed performance documents appears in the Rating Distribution analytic that appears on the Performance Manager Overview page.

Reference:

Oracle Fusion Applications Marketing Implementation Guide 11g,Manage Target Ratings Distribution

QUESTION 3

Your company wants to track the previous employment information for workers, including employer name, dates of employment, and job description. What should you do?

A. Create a new content type and content item.

B. Use seeded content type and new content item.

C. Create a new content type but seeded content item.

D. Create free-form content type and new content item.

E. Create free form content type without content item.

Correct Answer: E

Free-form content types enable you to capture information in a profile that you do not need to store in the content library. For example, you can set up a free-form content type to store information about the previous employment information for

your workers.

A free-form content type contains only a code, name, and a description, and does not have any properties defined for it until you add it to a profile type. Free-form content types do not include any content items.

Reference:

Fusion Applications Help, Define Workforce Profiles FAQs

QUESTION 4

As a line manager you have 10 direct reports. You have certain work scheduled that needs to be completed in the coming week. You have identified three of your reports to complete the task and you would like to check for their availability in the coming week. Which report will give you a snapshot of their availability?

A. My Organization

B. Leave Availability

C. Worker Availability

D. Predicted Worker Performance and Attrition

Correct Answer: C

Worker Availability: How It Is Determined The availability of a worker during a selected time period is automatically determined using: Absence entries during that period The work schedule that the worker presently follows Calendar events

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QUESTION 5

Select three statements regarding Workforce Directory management.

A. Provides a graphical organization chart that shows an easy and fully integrated view of all information related to an

employee

B. Is designed to support workers that provides access to a 360-degree view point-in-time evaluation of worker performance

C. Has powerful keyword search that provides access to a 360-degree view of the employee

D. Is designed to house all data, including talent data and data from other Oracle and third-party HR applications

E. Support development plans for employees to track their personal growth and career development

F. Provides a collaborative framework that allows workers to build their own internal social network and connect with other domain experts and colleagues with similar interests

Correct Answer: ACE

A: Oracle Fusion Workforce Directory Management\\\'s graphical organizational chart provides an integrated view of all information related to an employee with an extremely user friendly interface.

C: A powerful keyword search provides access to a 360 degree view of the employee and provides both personal (name, address, contact details etc) and professional details (supervisor, department, role, competency etc).

E:

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 Enable managers to make effective decisions using an intuitive, interactive visual organization chart, rich with data

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 Empower users to establish relationships across the organization

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 Enable workers to focus on individual growth while aligning with organizational objectives

Reference:

Oracle Fusion Talent Management Base (Workforce Directory Management), Oracle Data Sheet

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