# 1Z0-584^Q&As

Oracle Fusion Human Capital Management 11g Human Resources Essentials

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**QUESTION 1**

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

**QUESTION 2**

Oracle Authorization Policy Manager User Interface uses the general operational principle of allowing the administrator to identify a security object first and after the object has been selected, allow him or her to choose one of the operations available on it. Choose the three typical security tasks performed using Oracle Authorization Policy Manager.

A. Viewing Full Roles Hierarchies and managing Duty Role Hierarchies.

B. securing a common object such as an attachment category or a profile Option

C. managingjob and Abstract (enterprise) Roles

D. creating Implementation users that are mapped to the HR people

E. viewing Data, Job, and Role Security Policies and Permission Grants

Correct Answer: ACE

A: Frequently Used Operations include

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 Viewing the External Role Hierarchy

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 Managing the Application Role Hierarchy Note: A role category is a collection of application roles. Role categories allow administrators organizing application roles in arbitrary flat collections. Role categories are not used in policy evaluations at runtime. Role categories are independent of (and should not be confused with) the role hierarchy, which applies to

both application and external roles. Note: Authorization Policy Manager greatly simplifies the creation, configuration, and administration of application policies

**QUESTION 3**

You are using Oracle Applications R11.5.10 for HR, Payroll, and Benefits, and a third party application for Talent Management. You are exploring the option of moving to Fusion HCM including Talent Management. What is the recommended road map?

A. Move all the applications to Fusion including Talent Management.

B. Upgrade HR, Payroll, and Benefits to R12. Adopt Fusion Talent Management and be coexistent with R12. Later, move other modules one by one or all at once.

C. Move Payroll, Benefits, and Talent Management to Fusion. Adopt coexistence model with EBS 11.5.10. Later, move HR to Fusion.

D. Move only Talent management to Fusion and coexist with EBS 11.5.10. Later, move all other application to Fusion.

Correct Answer: B

**QUESTION 4**

What verification must be conducted before assigning Job or Abstract Roles?

A. For each job or abstract role, review the policies and permission grants that it carries so you understand which users should be provisioned with what policies, or which adjustments your enterprise requires before the policies can be provisioned.

B. For each job or abstract role, review the duties, role hierarchy, and policies that it carries so you understand which users should be provisioned with the role, or which adjustments your enterprise requires before the role can be provisioned.

C. For each job or abstract role, review the department that it carries so you understand which users should be provisioned with the department, or which adjustments your enterprise requires before the department can be provisioned.

D. For each job or abstractrole, review the grade that it carries so you understand which users should be provisioned with the department, or which adjustments your enterprise requires before the grade can be provisioned.

E. For each job or abstract role, review the Job data that it carries so you understand which users should be provisioned with the job, or which adjustments your enterprise requires before the job can be provisioned.

Correct Answer: A

**QUESTION 5**

Which Oracle Fusion HCM product helps HR managers and professionals in proactively Identifying potential issues and taking corrective actions?

A. Profile Management

B. Workforce Predictions

C. Workforce Life Cycle Manager

D. Goal Management

E. Talent Review

Correct Answer: B

Forward looking management strategies

Oracle Fusion Workforce Predictions uses indicators, current and historical, to predict performance and attrition, determine corrective action through "what if" scenario modeling, and provide the ability to implement that corrective action. For

example, a top performer might be predicted to have a high likelihood of attrition or become a poor performer because of too many hours worked while not taking enough vacation time and the last pay increase given was lower than what their

peers received.

Reference:

ORACLE FUSION WORKFORCE PREDICTIONS, Data Sheet

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