



1Z0-584^{Q&As}

Oracle Fusion Human Capital Management 11g Human Resources Essentials

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**QUESTION 1**

Your company performs third-party payroll and benefits administration for more than 10 clients across the globe. You are planning to move your administration platform from a legacy application to Oracle Fusion. You also want to create some

custom applications to be integrated with Oracle Fusion. Your company has a service center, where application management and background jobs are centrally processed for all clients.

As a Functional Consultant, which deployment model would you suggest?

- A. SaaS; Single tenant Deployment
- B. SaaS; Multitenant Deployment
- C. On-Premise; Multitenant Deployment
- D. Hosted; Multitenant Deployment
- E. Hosted; Single Tenant Deployment
- F. On-Premise; Single Tenant Deployment

Correct Answer: D

We need an On-Premise deployment model to be able to create custom applications. We need Multitenant deployment as there is 10 clients across the globe.

Note: Multitenancy refers to a principle in software architecture where a single instance of the software runs on a server, serving multiple client organizations (tenants).

With a multitenant architecture, a software application is designed to virtually partition its data and configuration so that each client organization works with a customized virtual application instance.

The distinction between the customers is achieved during application design, so that customers do not share or see each other's data.

Reference:

Oracle Fusion Middleware Administrator's Guide for Oracle Adaptive Access Manager, Multitenancy

QUESTION 2

A worker was first hired on 1-Apr-2005 with a work relationship of "Employee". Later, the worker started the work relationship of Contingent worker on 2-Jun-2006. The worker has two current work relationships with the same legal employer. Identify the three correct options regarding service and seniority dates of the worker.

- A. The enterprise service date of the worker is 1-Jan-2005, the date on which the worker's record is created.
- B. The enterprise seniority date of the worker is 1-Apr-2005, the date on which the worker's enterprise service is based.
- C. The enterprise start date of the worker is 1-Apr-2005, the staff date of the worker's first work relationship of



employee in the enterprise.

D. The enterprise start date of the worker is 2-Jun 2006, the start date of the worker's first work relationship as Contingent worker in the enterprise.

E. The enterprise seniority date of the worker is 2-Jun 2006, the date on which the worker's enterprise service is based.

Correct Answer: ABD

B: A seniority date is a date on which the calculation of a person's length of service with the enterprise or a legal employer. This date tracks the amount of time that a worker has been with a particular company in the organization. The default date is the hire date, but you can override it.

QUESTION 3

An organization's requirement is to track the incumbent history and identify who was in a particular job at a given point of time. What would be your recommendation?

A. Implement jobs functionality.

B. Build grade ladders.

C. Enable effective sequence on assignment.

D. Implement position management.

E. Do nothing as history tracking is default functionality.

Correct Answer: C

Effective sequence tracks the sequence of changes in rows for transactional history.

QUESTION 4

You are an HR Specialist in your company of 500 employees. You need to setup person profiles but you do not want users to enter the Accomplishments content type. Identify the three correct statements related to a person profile for the above scenario.

A. Each employee can have two Person Profiles.

B. Each employee can have only one Person Profile.

C. Person Profile is automatically associated with the Core HR person.

D. Person Profile is created automatically whenever a person record is created in Core HR.

E. Person profile is created automatically whenever a user attempts to access a person's profile for the first time.

F. Person Profile creation program is executed to create a person profile.

Correct Answer: BDF



Note: You create person profiles for individual workers and model profiles for workforce structures, such as a jobs or positions. The information that you complete for the profile is determined by how the profile type has been set up. For example, a person profile might contain information about a person's education, language skills, competencies, and activities and interests. A job profile might contain information about the requirements for the job, such as competencies, language skills, degrees, or certifications.

QUESTION 5

You are setting up organizations in Fusion HCM. Identify the five setup activities to be performed via the Functional Setup Manager.

- A. Manage Business Units
- B. Manage Divisions
- C. Manage Enterprise
- D. Manage Departments
- E. Manage Legislative Data Groups
- F. Manage Legal Entity
- G. Manage Professional Bodies

Correct Answer: BCDEF

You define the following business objects in Oracle Fusion by performing the associated tasks in the order specified by the Oracle Fusion Functional Setup Manager. Business Object: Task

*

Enterprise

Manage Enterprise HCM Information (C)

*

Legislative Data Group

Manage Legislative Data Groups (E)

*

Legal Entity

Manage Legal Entity (F)

*

Application Reference Data Set

Manage Reference Data Sets

*



Employment Action

Manage Actions

*

Employment Action Reason

Manage Action Reasons

*Legal Employer Organization, Payroll Statutory Unit Organization

Manage Legal Entity HCM Information

*

Payroll Element Input Value

Manage Elements

*

Payroll Element Type

Manage Elements

*

Person Assignment Status Type

Manage Assignment Status

*

Person Type

Manage Person Types

Note:

*Oracle Fusion Functional Setup Manager (FSM) guides you through the tasks of setting up the functional data and reference data after installation and helps you move the setup data from one environment to another (such as from the development environment to the production environment).

*

FSM Setup tasks: Represent the work necessary to set up initial configurations of offerings ?and in turn, the business processes and sub processes that those offerings support ?to make them ready for transactions. For example, Manage Reporting Currency, Assign Balancing Segments to Ledger, and Manage Tax Regime, are some of the setup tasks that are performed to make the Financials offering ready for transactions.

Reference:

Oracle Fusion Applications Coexistence for HCM Implementation Guide



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