



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**

As a consultant in your company, you are required to set up names and details of schools, colleges, universities, and so on, so that users can select from this list when entering their qualifications such as degrees. Identify the correct setup task in FSM > Define Workplace Profiles.

- A. Define Telnet > manage Profile Types
- B. Define Telnet Profile Content > Manage Content Subscribers
- C. Define Telnet Profile Content > Manage Profile Content Items
- D. Define Telnet Profile Content > Manage Educational Establishments

Correct Answer: D

Manage Educational Establishments: Create and update a list of educational establishments that your workers have attended, including high schools, colleges, universities, and professional schools.

Reference:

Oracle Fusion Applications Product Information Management Implementation Guide 11g, Define Enterprise: Manage Enterprise HCM Information

QUESTION 2

While Implementing Oracle Fusion HCM you would like to use all the seeded types available. Identify four valid Seeded Action Types that can be used for this Implementation.

- A. Hire an employee
- B. Hire Contractor
- C. Leave of Absence
- D. Promotion
- E. Global Transfer
- F. Termination

Correct Answer: ACDF

Note: Action Type

*

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 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.



*

Action types are predefined and can contain one or more actions. You may associate your actions with the predefined action types but not create your own action types. Note 2: Seeded items are items that are provided out of the box.

QUESTION 3

Your customer is making regular updates to HR data and wants to keep a history of the changes made. While updating employee records, which two fields are date effective?

- A. Person number
- B. First Name
- C. Phone number
- D. Date of Birth
- E. National identification Number
- F. Assignment details

Correct Answer: CF

Phone number and assignment details might change over time.

The following objects related to person records are date-effective: contact relationships, disabilities, gender, marital status, person name, person addresses, visas, and work permits.

Note 1: Many Human Capital Management (HCM) objects are date-effective. The list of HCM date-effective objects includes but is not limited to: assignments, benefits plans and plan types, element definitions, eligibility profiles, employment

terms, grades, grade rates, grade ladders, jobs, job families, locations, organizations, payrolls, personal payment methods, and positions.

Note 2: Date Effectivity: Explained

The attributes of most business objects are likely to change over time. For example, grade rates may increase or a location's address may change. For some types of objects, such as payrolls, assignments, and organizations, a history of

changes is maintained. Professional users can retrieve and edit the version of an object that was current on a specified date. Such objects are referred to as dateeffective objects.

Reference:

Reference; Oracle Fusion Applications Workforce Deployment, Human Resources Guide, Date Effectivity: Explained

QUESTION 4

Select the three products offered as part of the Oracle Fusion HCM product family under the business process category of Workforce Rewards.



- A. Compensation Management
- B. Time and Labor
- C. Incentive Management
- D. Benefits Management
- E. Global Payroll
- F. Global HR

Correct Answer: ACD

Compensation and Benefits are set up and entered within Workforce Rewards. Note: Workforce Rewards benefits include: Compensation Planning and Simulation

*

Create multiple base and incentive pay plan scenarios to analyze the cost and return on investment of proposed changes.

*

Define compensation plan eligibility groups and base and incentive pay rules.

*

Design pay structures with the optimal mix of base and incentive pay.

*

Adjust pay structures, eligibility rules, and formulas to create compensation models for running scenarios. *Identify the difference between actual cost and the eventual employee value of different compensation elements.

QUESTION 5

As an implementation consultant, you are involved in the migration activity. If, during the premigration stage, the duplicate person records are merged, can you state the reason for this?

- A. because person records are global in Fusion
- B. because person records are dependent on legislation
- C. because one person can have only one work relationship
- D. because person records are not Global in fusion

Correct Answer: A

A single global person record tracks information for employees or contingent workers. The single person record may then be associated with multiple work relationships in the employment model. This increases data integrity while reducing

administrative overhead and provides for enhanced reporting capabilities.



Reference:

Oracle Fusion Human Capital Management, Oracle Data Sheet

[1Z0-584 VCE Dumps](#)

[1Z0-584 Practice Test](#)

[1Z0-584 Study Guide](#)