



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

Oracle Fusion Human Capital Management 11g Human Resources Essentials

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### QUESTION 1

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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## QUESTION 2

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.

Identify 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

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### QUESTION 3

Can a person have a contingent work relationship type with two different legal employers at the same time?

- A. A person cannot have the same work relationship type at the same time with two different legal employers.
- B. A person can have the same work relationship type with two different legal employers at the same time.
- C. A person needs to end the work relationship type with one legal employer before starting a similar work relationship type with another legal employer.
- D. A person can never have the same work relationship type with two different legal employers.

Correct Answer: A

Note: contingent worker A self-employed or agency-supplied worker. Contingent worker work relationships with legal employers are typically of a specified duration. Any person who has a contingent worker work relationship with a legal employer is a contingent worker.

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### QUESTION 4

You are an HR specialist in your company and you need to set "Career Potential" as a content type. Which two roles should be granted access for the content section?

- A. Employee
- B. Managers
- C. HR Specialist
- D. Worker

Correct Answer: BC

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### QUESTION 5

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

- A. Profile Management
- B. Performance and Goal Management
- C. Time and Labor
- D. Talent Review
- E. Network at Work
- F. Learning Management

Correct Answer: ABDF

Reference:

Oracle Fusion Applications Workforce Deployment Implementation Guide

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### QUESTION 6

What is used to associate content items and content types with each other?

- A. Content Relationship
- B. Properties
- C. Subscribers
- D. Skills
- E. Qualifications

Correct Answer: A

The content library provides the foundation for profiles as it stores both content types and content items. Content relationships enable you to associate content items of related content types with each other.

Reference:

Oracle Fusion Applications Common Implementation Guide 11g , Content Type Relationships: Examples

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### QUESTION 7

Which Oracle Fusion Middleware product is required to enable single sign-on?



- A. Oracle Access Manager
- B. Oracle Identity Management
- C. LDAP
- D. Oracle Business Rules
- E. Oracle Security Management

Correct Answer: A

Single Sign-On Options

Following are the options available for a single sign-on solution:

\*

Use Oracle Access Manager 11g.

\*

Use an existing Oracle Single Sign-On 10g 10.1.2.3.

\*

Use an existing Oracle Single Sign-On 10g 10.1.4.3.

\*

Install a new Oracle Single Sign-On 10g 10.1.2.3 as part of Oracle Identity Management 10g 10.1.2.3.

\* Install a new Oracle Single Sign-On 10g 10.1.4.3 as part of Oracle Identity Management 10g 10.1.4.3.

Note 1:

Oracle recommends that you consider upgrading to Oracle Access Manager 11g Single Sign on solution to take advantage of additional functionality and architecture.

Note2: Oracle Platform Security Services comprise Oracle WebLogic Server's internal security framework. A WebLogic domain uses a separate software component called an Authentication Provider to store, transport, and provide access to

security data. Authentication Providers can use different types of systems to store security data. The Authentication Provider that WebLogic Server installs uses an embedded LDAP server.

Oracle Fusion Middleware 11g supports new single sign-on solutions that applications can use to establish and enforce perimeter authentication:

\*Oracle Access Manager solutions

\*Oracle Single Sign-On (OSSO) solution



Customers must carefully choose the solution appropriate to their needs. Selecting the right SSO solution requires careful consideration and depends upon your requirements

Reference:

Oracle Fusion Middleware Application Security Guide 11g, Introduction to Single Sign- On in Oracle Fusion Middleware

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### QUESTION 8

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

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### QUESTION 9

You have terminated a sales manager "X" as of May 31, 2011 and promoted another employee "Y" to this position as of June 15, 2011. Sales Manager is a single incumbent position. Identify two correct details that would be displayed in the system as of June 5, 2011.



- A. The position details will display the current position FTE as 1, current incumbent FTE as 0, and the differential FTE as 1.
- B. The position details will display the current position FTE as 1, current incumbent FTE as 1, and the differential FTE as 0.
- C. The current field will be blank.
- D. The current incumbent field will have employee "Y".
- E. The incumbent details of "X" and "Y" can be viewed by clicking "Show History" in the position incumbent details screen.

Correct Answer: AE

Note:

\*

Full-time equivalent (FTE) is a unit that indicates the workload of an employed person (or student) in a way that makes workloads comparable across various contexts. FTE is often used to measure a worker's involvement in a project, or to track cost reductions in an organization. An FTE of 1.0 means that the person is equivalent to a full-time worker, while an FTE of 0.5 signals that the worker is only half-time.

\*

By default, FTE is the result of dividing assignment working hours by standard working hours, which are generally those of a full-time worker. For example, if a person's working hours on an assignment are 20 and the standard working hours for the department are 40, the FTE for the assignment is 0.5. If no standard- working-hours value is available for the enterprise, legal employer, position, or department, an assignment has no default FTE value. You can edit the FTE value on any assignment.

\*

. Fixed roles tend to endure over time, surviving multiple incumbents. Industries that manage roles rather than individuals, where roles continue to exist after individuals leave, typically model the workforce using positions.

## QUESTION 10

As an implementation consultant, you created an action "Hire A Part-Time Employee" to hire part time employees. You want the action to appear in the Action List of the predefined "Hire an Employee" page. What should you do to ensure this?

- A. Create a new Action type.
- B. Nothing, the system will automatically detect and associate it with the page.
- C. Associate it with the "Hire an Employee" Action Type.
- D. New actions cannot be created

Correct Answer: C

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 with 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.

Reference:

Oracle Fusion Applications Coexistence for HCM Implementation Guide 11g, Action Type

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### QUESTION 11

You are currently in the process of modeling on HCM Organization, with one legal entity also defined as Payroll Statutory unit having two separate legal entities, which are also legal employers. Identify the three options that are correct for a Tax Reporting unit.

- A. A Tax Reporting unit is created automatically when you add a legal entity and identify it as a Payroll Statutory unit.
- B. A Tax Reporting unit is created manually when you add a legal entity and identify it as a Payroll Statutory unit.
- C. One or more Tax Reporting units can be used by a single legal employer, and a Tax Reporting unit can be used by one or more legal employers.
- D. Payroll Statutory units and Tax Reporting units have a parent/child relationship, with the Payroll Statutory unit being the parent.
- E. Payroll statutory units and Tax Reporting units have a parent/child relationship, with the Tax Reporting unit being the parent.

Correct Answer: ACD

A: When you set up legal entities, you can identify them as legal employers and payroll statutory units, which makes them available for use in Oracle Fusion Human Capital Management (HCM). A tax reporting unit is created automatically when you add a legal entity and identify it as a payroll statutory unit. Depending on how your organization is structured, you may have only one legal entity that is also a payroll statutory unit and a legal employer, or you may have multiple legal entities, payroll statutory units, and legal employers. C: Tax reporting units are indirectly associated with a legal employer through the payroll statutory unit. One or more tax reporting units can be used by a single legal employer, and a tax reporting unit can be used by one or more legal employers.

D: Payroll statutory units and tax reporting units have a parent-child relationship, with the payroll statutory unit being the parent.

Reference:

Oracle Fusion Applications Workforce Deployment Implementation Guide 11g, Payroll Statutory Units, Legal Employers, and Tax Reporting Units: How They Work Together

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### QUESTION 12

Identify the correct description of the free-form content type



- A. Free form content types do not contain relationships and do not contain properties until you add them to a profile type.
- B. Free-form content types contain relationships and contain properties as part of profile type.
- C. Free-form content types do not contain relationships but contain properties as part of profile type.
- D. Free-form content types contain relationship and do not contain until you add them to a profile type.

Correct Answer: A

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

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### QUESTION 13

You are about to process the transfer for an employee. You realized that an appropriate action reason not available in the Action Reason field after entering the value in the Action field. What must you do to proceed with the transfer process?

- A. Customize the UI and Business Process for this because user defined Action Reasons are not allowed.
- B. Handle this scenario manually.
- C. Create a new user defined Action Reason because the creation of user-defined Action Reasons is allowed.
- D. Do the updates from the back end because the UI does not support this.

Correct Answer: C

Note: Action Reason

You can optionally associate reasons with actions, for example, a generic action of termination could have reasons such as voluntary retirement or involuntary layoff.

The primary reason for doing this is for analysis and reporting purposes. You can view the action and reason details in the Employee Termination Report. Line managers can view predictions about who is likely to leave voluntarily, which are

based on existing and historical terminations data. The process that generates the predictions uses the action and reason data to identify whether a termination is voluntary or involuntary. When managers allocate compensation to their

workers, they can select from a list of action reasons that help identify the type of or reason for the compensation allocation.

Reference:



Oracle Fusion Applications Coexistence for HCM Implementation Guide, Action Reason

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#### QUESTION 14

As an HR Administrator, you search for a worker's record and want to update certain values on the assignment level. Your legal employer has not allowed for an override at the assignment level. However, as an HR Administrator, you are aware that certain values are editable. Identify two options that contain these editable values on the assignment.

- A. AssignmentName, Assignment Number
- B. Job, Location
- C. Assignment Category, Person Type
- D. Assignment Status, Assignment Projected End Date
- E. Assignment Number, Job

Correct Answer: AC

You can edit the following values on the assignment regardless of whether override at the assignment level is allowed:

- \*Assignment name
- \*Assignment number
- \*Assignment status
- \*Assignment projected end date

Reference;

Oracle Fusion Applications Workforce Deployment, Human Resources Guide, Editing Inherited Values on Assignments

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#### QUESTION 15

Your client is planning to implement Fusion Applications for Financials, HCM, and CRM. Per the client's requirements, certain CRM functionalities are needed to support the person data management in CRM and Financials. You are asked to explore and evaluate suitable options of deployment. Identify the three possible deployment options that could meet the client's requirements.

- A. pillar-based installation with separate instance and separate data model
- B. suite-based installation with single common Instance for all the pillars and unified data model
- C. hybrid environment with separate instance and separate data model that can be Integrated with other Oracle/non Oracle systems
- D. pillar-based installation with single common instance for all pillars and separate data model
- E. suite-based installation with single common instance for all the pillars and separate data model

Correct Answer: BCD



Note 1: Oracle Fusion Applications are organized in "pillars." A pillar is a standalone subset of Oracle Fusion Applications, for example Customer Relationship Management (CRM). A pillar can include multiple "families" or sub-groups. The

pillar structure allows patching and upgrades to be performed at a granular level without impacting other pillars. For example, customers that want to upgrade their financials and supply chain management applications can do so without impacting the CRM applications.

Note2: Depending on business needs, some Oracle Applications customers may consider a pillar- based coexistence model such as using Oracle Fusion Human Capital Management with Oracle Financials.

Reference:

Roadmaps to Oracle Fusion Applications for Current Oracle Applications Customers, Oracle White Paper

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