



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

Oracle Fusion Human Capital Management 11g Human Resources Essentials

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**QUESTION 1**

A person has already applied for an employment opportunity with a legal employer in the past. The person reapplies after sometime for an opportunity with a different legal employer in the same enterprise. The person while applying for the second time provides a new national identification value. What option should you have as an HR Specialist to check if there is already a matching record existing in the system?

- A. The HR Specialist does not have to do anything. The application will save the person record and there will be two person records available for further processing.
- B. The application will identify a match if the first name, the first character of the last name, and the date of birth are the same and if the last name, the first character of the first name, and the date of birth are the same. The HR Specialist will need to identify the record to be the same and proceed further.
- C. The application will identify a match if the first name, the first character of the last name, and the date of birth are the same. The HR Specialist will need to identify the record to be the same and proceed further.
- D. The HR specialist does not have to do anything. The application will identify a matching record the moment a second record is entered in the system.

Correct Answer: B

**Note: Real-Time Matching Service** During the data entry process, the Real-Time Matching Service finds all possible duplicate records that may exist in the trading community registry for an entered record, and assigns a match score to each potential duplicate identified. Consuming Applications Real-time duplicate prevention finds use in data quality service consuming applications such as Oracle Fusion Receivables and Oracle Fusion Customer Center. When users try to enter a new person, organization, or location record through their UI into the Oracle Fusion trading community registry, the service finds all possible duplicate records that may exist in the registry for an entered record, and assigns a match score to each potential duplicate identified. Based on the match score returned by the service and the threshold settings in the configuration, the calling application can provide the option to either select an existing duplicate record or continue to create a new record.

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**QUESTION 2**

When a worker who previously had a worker number in an enterprise starts a new employee or Contingent worker work relationship, the existing worker number is reused only if the new work relationship:

- A. is of a different type from the previous work relationship
- B. is of the same type from the previous work relationship
- C. is of the same type as the previous work relationship, But the new work relationship is with a different legal employer and a legal-employer number sequence was used in the previous work relationship
- D. is of the different types as the previous work relationship, but the new work relationship is with a different legal employer and a legal employer number sequence was used in the previous work relationship

Correct Answer: A

If you select automatic worker-number generation, numbers can be allocated from either an enterprise sequence or a legal employer sequence. If you use a legal-employer sequence, worker numbers are not guaranteed to be unique in the



enterprise. Also, they cannot be transferred outside the legal employer: if a worker leaves the enterprise and later starts a new work relationship of the same type but with a different legal employer, a new worker number is allocated to the work relationship.

Reference:

Oracle Fusion Applications Workforce Deployment Implementation Guide 11g, Selecting the Number-Generation Method

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### QUESTION 3

As an implementation consultant, you are required to explain the differences between person numbers and worker numbers to the client's Super User. Which two options best describe the difference between person numbers and worker numbers?

- A. A. The person number is the person record's unique ID when you create the record. Worker numbers identify employee and contingent worker work relationships.
- B. The person number is allocated automatically when you create the record. Allocation of worker numbers can be either automatic or manual.
- C. The person number is the person record's ID when you create the record. Person number may not be unique in the enterprise. Worker numbers identify employee and contingent worker work relationships. A person with multiple such relationships has multiple worker numbers.
- D. The person number is allocated wither automatically or manually, when you create the record. Allocation of worker number can be either automatic or manual.

Correct Answer: AB

\*

person number

A person ID that is unique in the enterprise, is allocated automatically to the person record, and does not change, even if the person leaves and later rejoins the enterprise.

\*

Worker numbers can be generated either manually or automatically.

If you select manual generation, then you are recommended to define a numbering scheme to suit local requirements. For example, determine whether uniqueness within the enterprise or at the legal employer level is important, and define the numbering scheme accordingly.

If you select automatic worker-number generation, numbers can be allocated from either an enterprise sequence or a legal employer sequence. If you use a legal-employer sequence, worker numbers are not guaranteed to be unique in the

enterprise. Also, they cannot be transferred outside the legal employer: if a worker leaves the enterprise and later starts a new workrelationship of the same type but with a different legal employer, a new worker number is allocated to the work relationship.



Reference:

Oracle Fusion Applications Workforce Deployment Implementation Guide 11g, Selecting the Number-Generation Method

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#### QUESTION 4

You are given the task of identifying the ongoing maintenance activities that can be performed from the Work Structure work area. Identify five valid options.

- A. Manage Enterprise
- B. Manage Department
- C. Manage Business Unit
- D. Manage Professional Bodies
- E. Manage Reporting Establishment
- F. Manage Legal entities
- G. Manage Legislative Data Groups
- H. Manage Disability Organizations
- I. Manage Division

Correct Answer: ABCFG

Note: Identifying the Work Structures

You identify each of the work structures using a security profile of the relevant type.

To identify:

\*

Departments (B), business units (C), and legal employers (F), you use organization security profiles

\*

Positions, you use a position security profile

\*

LDGs (G), you use an LDG security profile

\*

Payrolls, you use a payroll security profile These security profiles are reusable: you can include them in any person security profile where they can identify the relevant data instance set of person records. The person security profile inherits the data instance set of any security profile that you include.

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**QUESTION 5**

There are two legal employers identified for your current application implementation. The legal employers have inherited the number generation method set at the enterprise. However, there is a need to override the number generation method at the legal employer level.

Identify two options where an override can be done.

- A. No condition. The worker generation method Can be changed to automatic at any time.
- B. The employment model selected should be a two-tier one.
- C. No employee or contingent worker work relationships should exist for that legal employer.
- D. The employment model selected should be a three-tier one.
- E. Manual worker-number generation for a legal employer can be selected any time.

Correct Answer: CD

All legal employers automatically inherit the enterprise number-generation method.

You can override the number-generation method at the legal employer level, as follows:

\*

(C) You can select automatic worker-number generation for a legal employer, provided that no employee or contingent worker work relationships exist for that legal employer.

\*

(E) You can select manual worker-number generation for a legal employer at any time.

Reference:

Oracle Fusion Applications Workforce Deployment Implementation Guide 11g, Setting the Number-Generation Method for a Legal Employer

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**QUESTION 6**

Before you begin developing your application, you must identify your users, and determine their needs. What are the different roles you may use to differentiate user types?

- A. Security, Department, Duty, and Job
- B. Abstract, Job, Data, and Duty
- C. Position, Function, Person, and Abstract
- D. Grade, Job, Organization, and Duty
- E. Assignment, Function, and Data

Correct Answer: B



Note: Create your own categories and ensure that the category names end with "Job Roles" or "Abstract Roles", as appropriate. For example, you could create a new category for job roles called ABC - Job Roles.

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### QUESTION 7

You are working as an HRMS Business Analyst implementing Fusion Human Resources, Global Payroll, Talent Management, and Compensation. You are evaluating the options of deploying applications, with the objective of being free from maintaining the infrastructure and applications while owning their infrastructure. Which deployment option will you recommend?

- A. SaaS model for Human Resources and Global Payroll only, with the rest of the modules On Premise
- B. SaaS model for Human Resources, Global Payroll, Talent Management, and Compensation
- C. hosted model for Human Resources and Global Payroll only, with the rest of the modules On- premise
- D. hosted model for Human Resources, Global Payroll, Talent Management, and Compensation

Correct Answer: B

Oracle Fusion Human Capital Management (HCM) delivers a complete suite of human resource and talent management applications, all available as Software as a Service(SaaS).

Note: The adoption of Software as a Service (SaaS) or On-Demand presents several technical and business challenges for all players involved -independent software vendors (ISVs), hosting services providers and the customers. The

technical challenges for SaaS providers include support for multi-tenancy, integration, security, usability, customization and service-level management. Oracle SaaS form consisting of virtualization, database, middleware and management

software provides a comprehensive platform that addresses these challenges and runs on grid.

Reference:

HR in the Cloud: Bringing Clarity to SaaS Myths and Manifestos, Oracle White Paper

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### QUESTION 8

You are a consultant hired to implement Profile Management. One of the requirements is to track the corporate citizenship activities of all employees and rate them on their involvement in the organization. What five action should be taken?

- A. using a seeded rating model
- B. creating a new rating model
- C. creating a non-free-form content type
- D. creating a free-form content type
- E. creating content items
- F. adding the content type to the HRMS content subscriber code



G. adding the content type to the person profile type

Correct Answer: BCEFG

Creating Content Types and Content Items: Worked Example

This example demonstrates how to set up a new content type and content items to track the corporate citizenship activities of your workers so that you can rate them on their involvement in the organization. This example also demonstrates

how to set up a rating model to be used with the content type and add the new content type to the person profile.

To track corporate citizenship for your workers, complete the following tasks:

\*

Create a rating model. (B) Note (B, not C):

Can a predefined rating model be used to rate corporate citizenship?

No. The predefined rating models do not have relevant rating descriptions.

\*

Create a content type. (C, not D)

Should the content type be a free-form content type?

No. Content items are needed, and the content should be stored in the content library.

\*

Create content items. (E)

\*

(F) When the content type is added to the person profile as a content section, what properties should the fields contain?

Both the Comments field and the Company Contribution fields should display in the detail view of the content section, they should be required, and they should be included in search results.

\*

Add the content type to the person profile type. (G)

In order to be visible on the person profile, the new content type must be added to the HRMS content subscriber code.

Reference:

Oracle Fusion Applications Marketing Implementation Guide 11g, Creating Content Types and Content Items: Worked Example

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## QUESTION 9



You have to compare two jobs. What are the three data sets on which the comparison can be based?

- A. Competencies
- B. Salary
- C. Assignment
- D. Development plans
- E. Potential
- F. Contracts

Correct Answer: ABC

A: Using the comparison feature, you can compare profiles to determine next career moves or training needs for workers, and identify suitable candidates for jobs. For example, if John is looking for his next career move, he can compare his profile to that of a job to determine whether his competency ratings match the targeted competency ratings in a job profile.

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#### QUESTION 10

Identify five key characteristics of a duty role.

- A. represents job to which a user is assigned
- B. duty performed by somebody
- C. inherited by Job Role and Abstract Role
- D. not assigned to user
- E. security privileges granted
- F. used as building block
- G. associated with user irrespective of job

Correct Answer: BCDFG

The Oracle Fusion Applications security approach includes abstract, job, duty, and data roles.

B: Duty roles define the duties of a job as entitlement to perform a particular action, such as processing payables invoices.

C: Job and abstract roles inherit duty roles that determine the access to functions appropriate to the job. For example, the job role Accounts Payable Manager inherits the Payables Invoice Processing Duty.

Duty roles are implemented as application roles in Oracle Fusion Middleware so they can be defined within applications.

Duty roles carry entitlement to actions on functions and data. An example of a duty role is the Payables Invoice Processing Duty.





Reference:

Oracle Fusion Applications Security Guide, Function and Data Security

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### QUESTION 11

Which three concerns of ERP Customers are addressed by Oracle Fusion Applications?

- A. managing Users and Entitlements
- B. Role Based Access Control
- C. Governance, risk, and compliance
- D. Service oriented security
- E. User access and password management
- F. Browser security

Correct Answer: ABC

B: Role-based experience, tested by the world's leading organizations.

C: Oracle Fusion Governance, Risk, and Compliance (GRC), a component of the Oracle Fusion Applications suite, sets a new standard for risk management and compliance. Note: ERP: Enterprise Resource Planning

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### QUESTION 12

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.

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### QUESTION 13

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

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#### QUESTION 14

An organization has a requirement to capture the contract details of a worker. Also, there may be multiple employment terms for a work relationship. The organization has indicated that it may not have a multiple assignment requirement.

As an implementation consultant, you are aware that this can be handled through the three-tier employment model.

Which option will you select while configuring the employment model for the enterprise or legal employer, to best handle the organization's requirement?

- A. Multiple EmploymentTerms with Multiple Assignments
- B. Multiple employment Terms with Single Assignment
- C. Single Employment Terms with Multiple Assignments
- D. Single Employment Terms with Single Assignment
- E. Only Multiple Employment Terms

Correct Answer: B

Multiple Employment Terms with Single Assignment

Each work relationship can contain one or more sets of employment terms, and each set of employment terms can contain a single assignment.

Note:

\*The employment model is designed to support simple or complex global work relationships. Employment structures are



designed to improve accuracy and reduce confusion in a diverse operating model. By segmenting validation data into logical groupings, organizations have the flexibility to create context-sensitive choice lists for appropriate use by lines of business or geography.

\*

The three-tier employment model comprises three types of entities, which are work relationships, employment terms, and assignments. Users can include contract details in employment terms.

When you configure the employment model for the enterprise or legal employer (when you create or update the enterprise or legal employer), the following three-tier options are available:

\*

#### Single Employment Terms with Single Assignment

Each work relationship contains one set of employment terms, and each set of employment terms contains one assignment.

\*

#### Single Employment Terms with Multiple Assignments

Each work relationship contains one set of employment terms, and the employment terms can contain one or more assignments.

\*

#### Multiple Employment Terms with Single Assignment

Each work relationship can contain one or more sets of employment terms, and each set of employment terms can contain a single assignment.

\*

#### Multiple Employment Terms with Multiple Assignments

Each work relationship can contain one or more sets of employment terms, and each set of employment terms can contain one or more assignments.

Reference:

Oracle Fusion Applications Compensation Management Implementation Guide 11g, The Three-Tier Employment Model: Explained

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## QUESTION 15

ABC company is implementing Oracle Fusion Core HR product only and has not licensed any other Management product. As an implementation consultant, you can still set up talent notifications via "Manage Notifications Setup" page, because this setup page is \"owned\" by.

A. Oracle Fusion Goal Management

B. Oracle Fusion Profile Management



C. Oracle Fusion Performance Management

D. Oracle Fusion Talent Review

E. Oracle Fusion Compensation Management

Correct Answer: A

In the Define Worker Goal Setting activity, human resource (HR) specialists can manage performance and development goal plans, assign goals to workers using a mass process, administer worker goals, and manage the goal library. For setup tasks only, the HR specialist can also:

\*

Set profile options to specify the Oracle Fusion Goal Management features that your organization will use, such as the goal library, and goal plans, and approvals.

\*

Manage common lookups and update those that have user or extensible customization levels.

\*

Manage e-mail notification settings that are sent to workers and managers reminding them of upcoming events and approvals. Note: Talent Management include

\*

Oracle Fusion Goal Management

\*

Oracle Fusion Performance Management

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Oracle Fusion Talent Review

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Oracle Fusion Workforce Compensation

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Oracle Fusion Network at Work

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Oracle fusion Incentive Compensation

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