

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.pass2lead.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

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

QUESTION 2

Action Reasons provide further explanation to actions, for example, an action of transfer could have reasons such as reorganization or career progression. As a developer, you have created Actions as part of the setup of Fusion HCM. Now you are in the process of adding Action Reasons. Identify the three correct statements regarding Action Reasons

- A. Action Reasons are primarily used for analysis and reporting.
- B. Worker termination predictions use Action and Reason to determine whether termination is voluntary or involuntary.
- C. Action Reasons can be user defined.
- D. Action Reasons need not be associated with action.
- E. Action Reasons can be deleted if no longer being used.

Correct Answer: ABC

You can optionally associate reasons with actions, for example, a generic action of termination could have reasons such as voluntary retirement or involuntary layoff (C). The primary reason for doing this is for analysis and reporting purposes

(A).

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 (B). 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

QUESTION 3

A trainer is employed with an organization based in the United States. She is required to relocate to the organization's subsidiary in the United Kingdom and the global transfer process is initiated for a future date, in the interim, the

organization decides to terminate her employment. However, before terminating the work relationship, there are few steps that need to be completed.

Identify two correct options for the stated context.

A. Delete the future dated global transfer and cancel the new work relationship created for the transfer.

B. Direct reports are automatically reassigned to one level up manager.

C. Termination of work relationship is not possible if there are any future-dated employment changes initiated in the system.

D. A notification of the work relationship termination is automatically sent to the payroll administrator who then completes the tasks for terminating the payroll.

E. Transfer is completed and the employee moves to the new location.

Correct Answer: AD

A: Delete the trainer's future-dated global transfer and cancel the new work relationship created for the transfer.

D: A notification of the termination is sent automatically to the payroll administrator, who then completes the tasks for terminating the payroll.

Reference:

Oracle Fusion Applications Workforce Deployment, Human Resources Guide, Reversing Terminations: Explained

QUESTION 4

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 5

The information on the Overview tab of Navigator > Career > Profiles is similar to which card within the Person Gallery work area?

- A. Experience and qualification
- B. Activities and interests
- C. Development and growth
- D. Career planning
- E. Availability

Correct Answer: D

Note:

* The Person Gallery modular layout with layering enables users to zoom to more information in one click without leaving the work space.

[1Z0-584 PDF Dumps](#)

[1Z0-584 Practice Test](#)

[1Z0-584 Exam Questions](#)