

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

Oracle Fusion Human Capital Management 11g Human Resources  
Essentials

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### QUESTION 1

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 2

What verification must be conducted before assigning Job or Abstract Roles?

- A. For each job or abstract role, review the policies and permission grants that it carries so you understand which users should be provisioned with what policies, or which adjustments your enterprise requires before the policies can be provisioned.
- B. For each job or abstract role, review the duties, role hierarchy, and policies that it carries so you understand which users should be provisioned with the role, or which adjustments your enterprise requires before the role can be provisioned.
- C. For each job or abstract role, review the department that it carries so you understand which users should be provisioned with the department, or which adjustments your enterprise requires before the department can be provisioned.

D. For each job or abstract role, review the grade that it carries so you understand which users should be provisioned with the department, or which adjustments your enterprise requires before the grade can be provisioned.

E. For each job or abstract role, review the Job data that it carries so you understand which users should be provisioned with the job, or which adjustments your enterprise requires before the job can be provisioned.

Correct Answer: A

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### QUESTION 3

A manager in an organization plans to implement a three-tier employment model and wants to ensure that the same attributes are applied to each person in the organization. What approach will you recommend to meet this requirement?

- A. Set the values in the employment terms and prevent override at assignment level.
- B. Don't set the value, in employment terms and prevent override at assignment level.
- C. Set the values in employment terms and allow override at assignment level.
- D. Don't set the values in employment terms and allow override at the assignment level.

Correct Answer: A

#### Preventing Override at the Assignment Level

If you prevent override at the assignment level, then users cannot update assignment attribute values inherited from employment terms. This approach is recommended if you want to enforce particular assignment attribute values.

The restriction applies only to attribute values that users specify on the employment terms, and they can specify as many or as few attributes as required at that level. Any value that users omit from the employment terms can be updated

without restriction at the assignment level.

Note: If you use the three-tier employment model, assignments inherit most attribute values from the associated employment terms. For example, if you set the assignment category to full-time in the employment terms, then all assignments

associated with those employment terms are full-time by default. For the enterprise or legal employer, you specify whether attribute values inherited from employment terms can be overridden at the assignment level.

Reference:

Oracle Fusion Applications Workforce Development Implementation Guide 11g, Employment Terms Override: Explained

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### QUESTION 4

Enterprise ABC Limited is based in US, UK, and Australia. The grade structure is common across the enterprise. However, the salary is paid out in respective currencies on each of the regions. Identify the correct method of defining the grade and grade rates.

- A. Link grades with a commonset and associate grade rates with legislative data group for each region.
- B. Create grades and grade rates specific to each country and associate themwith respective business units.
- C. Create grades and grade rates specific to each country and associate them with legislative data group for each region.
- D. Link grades and associate grade rate with a common set.

Correct Answer: C

You assign a legislative data group to each grade rate. Depending on how your enterprise is configured, you may have several legislative data groups. You can set up grades that are shared across different areas of your business, and then enter rates that are specific to each legislative data group.

Note:

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Legislative data groups are a means of partitioning payroll and related data. At least one legislative data group is required for each country where the enterprise Each legislative data group is associated with one or more payroll statutory units.

\*

Oracle Fusion Payroll is organized by legislative data groups. Each legislative data group marks a legislation in which payroll is processed, and is associated with a legislative code, currency and its own cost key flexfield structure. A legislative data group is a boundary that can share the same set up and still comply with the local laws. It can span many jurisdictions as long as they are within one country, and contain many legal entities that act as payroll statutory units. Each payroll statutory unit can belong to only one legislative data group.

Reference: Oracle Fusion Applications Workforce Deployment, Human Resources Guide, Grade Rates: Explained

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## QUESTION 5

What are the three benefits of Oracle Fusion Applications using a Lightweight Directory Access Protocol (LDAP) system?

- A. enforces the principle of least privilege
- B. segregates duties to be more rigorously enforced
- C. allows principles of assured revocation to be more rigorously enforced
- D. extends the database concept of a grant to applications
- E. uniquely identifies a single person

Correct Answer: ABC

Oracle Fusion Applications applies the following standard security principles:

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Least privilege (A)

Oracle Fusion Applications roles carry only required privileges. Application roles define duties that entitle access to only the functions and data necessary for performing the defined tasks of that duty.

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Segregation of duties (B)

Oracle Fusion Applications checks duty roles for segregation of duties policy violations measured against content and the risks defined in the Oracle Application Access Controls Governor (AACG) and against content according to best available security guidelines. User and role provisioning respects the segregation of duties policies.

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Containment and no write down

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Transparency

\*

Assured revocation (C)

Revoking one security policy revokes all implementations of that policy across all tools in production.

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Defense in depth

E: The process Retrieve Latest LDAP Changes sends to Oracle Fusion HCM among other items:

Reference:

Oracle Fusion Applications Security Guide 11g

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