

1Z0-584^{Q&As}

Oracle Fusion Human Capital Management 11g Human Resources
Essentials

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QUESTION 1

You want to compare two employees. Identify four work areas from where you can access the "Compare" functionality.

- A. Workforce Structures
- B. Person Gallery
- C. Person Portrait
- D. Dashboards
- E. Talent Profile
- F. Goal and Performance
- G. Talent Review

Correct Answer: CEFG

C: You can create what-if scenarios using the Person Portrait to model different reward results. In this way, you optimize the reward package that most effectively mitigates the risk of an employee leaving. Next, you compare the employee with one of his peers. You can graphically compare employees using a variety of data points to best understand each employee's strengths and weaknesses.

G: A key feature of Oracle Fusion Talent Review is to make better organizational decisions with integrated profile comparison

QUESTION 2

A worker rejoins a legal employees on April 01, 2011 with a work relationship type of contingent worker. The worker was previously associated with the same legal employer from June 21, 2000 till April 01, 2010 with a worker number 1122\'

and work relationship type of contingent worker. A legal-employer number sequence is used.

Will the worker number be reused for this worker?

- A. The worker number will be reused, because the worker has the same- work relationship type as the previous one and with the same legal employer.
- B. The worker number will not be reused, because the legal-employer sequence is used.
- C. The worker number will not be reused, because the worker has the same work relationship type as the previous one and with the same legal employer
- D. The worker number will be reused, because the worker is joining the same legal employer after a gap of one year.
- E. The worker number will be reused, because the worker is joining the same enterprise.

Correct Answer: B

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

QUESTION 3

Your company is planning to move its HR system from a legacy application to Fusion. You are looking at a deployment option that allows you to be free from maintaining the infrastructure and applications and gives you more flexibility in terms of upgrading to latest releases of Fusion Applications. You are not expecting any large customizations to be done. What is the best deployment model you can opt for?

- A. On-Premise
- B. SaaS
- C. Hosted
- D. Homegrown
- E. Hybrid

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 Platform 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

QUESTION 4

You hired a female employee on January 1, 2011. This employee got married on June 12, 2011. You received a request from the employee on July 11, 2012 to her last name from the date of her marriage. You changed the last name of the employee as requested on the same day. What is the effective start date of personal details displayed by the system as of August 15, 2011?

- A. June 12, 2011
- B. July 11, 2011
- C. January 1, 2011
- D. August 15, 2011

Correct Answer: A

To maintain employee data effectively Oracle HCM is using a mechanism called date tracking. The main motive behind the date track mode is to maintain past, present and future data effectively. The various update date track modes are:
CORRECTION : Over writes the data. No history will maintain.
UPDATE : Keeps the history and new change will effect as of effective date
UPDATE_CHANGE_INSERT : Inserts the record and preserves the future
UPDATE_OVERRIDE : Inserts the record and overrides the future

Example:

Effective Start Date	Effective End Date	Employee Number	Marital Status	Object Version Number
01-JAN-2012	31-DEC-4712	24		2

Action: Updated record in CORRECTION mode

Effective Start Date	Effective End Date	Employee Number	Marital Status	Object Version Number
01-JAN-2012	31-DEC-4712	24	Single	3

Action: Updated record in UPDATE mode effective 01-JUN-2012 and Marital Status = Married

Effective Start Date	Effective End Date	Employee Number	Marital Status	Object Version Number
01-JAN-2012	31-MAY-2012	24	Single	4
01-JUN-2012	31-DEC-4712	24	Married	5

QUESTION 5

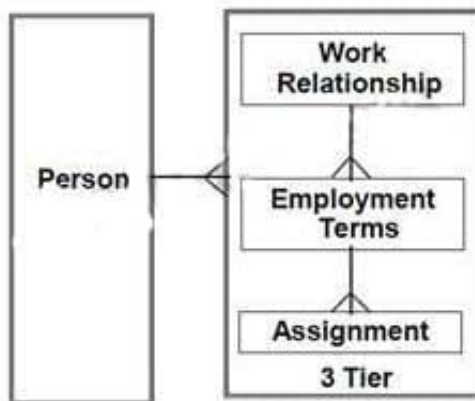
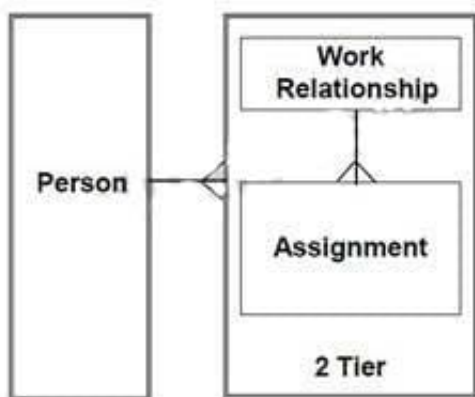
An enterprise wants to switch from "Single employment terms with multiple assignments" model to "Multiple employment

terms with multiple assignments" model. Select the valid option regarding when the above is possible.

- A. only if no work relationship exists between an enterprise and a legal employer
- B. by removing all the previous work relationship and creating new relationships in the new model
- C. at any time without any constraint
- D. by setting up a new legal employer

Correct Answer: B

Fusion HCM Oracle includes employment models. There are two models, the 2 tier and the 3 tier model. The difference between the two models is the employment terms, a set of terms and conditions to govern one or more assignments.



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