

**100%** Money Back  
**Guarantee**

**Vendor:**Oracle

**Exam Code:**1Z0-584

**Exam Name:**Oracle Fusion Human Capital  
Management 11g Human Resources Essentials

**Version:**Demo

## QUESTION 1

To help your employees manage their goals, you want them to associate their goals with target outcomes in Goal Management, which are content types such as Competencies in Profile Management. Which two steps can help you accomplish this task?

- A. Set up the relationship "is supported by" on the Competencies content type.
- B. Set up the relationship "is supported by" on the Goals content type.
- C. Set the subscriber code of Performance Management on the Competencies content type.
- D. Set the subscriber code of Goal Management on the Competencies content type.

Correct Answer: AD

---

## QUESTION 2

What are the three ways in which Oracle Authorization Policy Manager may be used to create and administer data security policies?

- A. a database resource that references a foreign key corresponding to the database table or view of the business object to be secured
- B. a role that has been provisioned with the users who can perform the granted actions
- C. a rule (also known as a condition) to define the available row instances in the form of a SQL predicate or simple filler (stored as XML) defined on the rows of the database resource
- D. a role that has been provisioned with the users who can perform all actions without grant
- E. one or more actions (such as view, edit, or delete) performed on database records that correspond to the operations supported by the business object, and which may include custom operations

Correct Answer: BDE

### The Basic Security Artifacts

An application stripe is a logical subset of the domain policy store where the application policies are kept.

The first distinction among security artifacts accessible with Authorization Policy Manager is between global and application-specific artifacts.

Global artifacts include users, external roles, and system policies and they apply to all application stripes. Even though system policies are stored in the domain policy store, in this release, Authorization Policy Manager does not support

viewing or managing system policies. System policies are instead managed with Fusion Middleware Control, as explained in Oracle Fusion Middleware Application Security Guide. Application-specific artifacts include the resource catalog,

application policies, application roles, and role categories, and they apply to just an application stripe.

Note: Authorization Policy Manager does not support the management of users and external roles; these artifacts can only be viewed with the tool. Their provision and management is typically accomplished using Oracle Identity Manager.

Changes to the identity store are immediately visible in Authorization Policy Manager.

Reference; Oracle Fusion Middleware Administrator's Guide for Authorization Policy Manager, The Basic Security Artifacts

---

### QUESTION 3

While Implementing Oracle Fusion HCM you would like to use all the seeded types available. Identify four valid Seeded Action Types that can be used for this Implementation.

- A. Hire an employee
- B. Hire Contractor
- C. Leave of Absence
- D. Promotion
- E. Global Transfer
- F. Termination

Correct Answer: ACDF

Note: Action Type

\*

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 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.

\*

Action types are predefined and can contain one or more actions. You may associate your actions with the predefined action types but not create your own action types. Note 2: Seeded items are items that are provided out of the box.

---

### QUESTION 4

You are an HR Specialist in your company of 500 employees. You need to setup person profiles but you do not want users to enter the Accomplishments content type. Identify the three correct statements related to a person profile for the above scenario.

- A. Each employee can have two Person Profiles.
- B. Each employee can have only one Person Profile.

- C. Person Profile is automatically associated with the Core HR person.
- D. Person Profile is created automatically whenever a person record is created in Core HR.
- E. Person profile is created automatically whenever a user attempts to access a person's profile for the first time.
- F. Person Profile creation program is executed to create a person profile.

Correct Answer: BDF

Note: You create person profiles for individual workers and model profiles for workforce structures, such as a jobs or positions. The information that you complete for the profile is determined by how the profile type has been set up. For example, a person profile might contain information about a person's education, language skills, competencies, and activities and interests. A job profile might contain information about the requirements for the job, such as competencies, language skills, degrees, or certifications.

---

#### QUESTION 5

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.

---

#### QUESTION 6

Company ABC is a third-party payroll and benefits administrator for Company XYZ. ABC is planning to adopt Oracle Fusion HCM to administer payroll and benefits. ABC sees a large number of customizations to be done to meet its client's requirements. What is the best deployment option for ABC?

- A. Hosted
- B. SaaS
- C. On-Premise
- D. Home grown

Correct Answer: C

We need an On-Premise deployment model to be able to create custom applications.

Note:On-premise--With this deployment option, the customer purchases the product licenses and is responsible for HR software and infrastructure installation, configuration, and management--offering the most control for customers (along with the highest initial price).

#### Note 2: Oracle Fusion HCM Software Pricing and Deployment Options

One of the more unique features of the Oracle Fusion HCM software is that the solution is architected on a single code base for both SaaS and on-premise deployment models--essentially meaning that depending on business needs, organizations have the ability to move from SaaS to on-premise and vice versa if desired. Hence, Oracle Fusion HCM software can be deployed in a multitude of ways, including:

\*

Software-as-a-Service (SaaS)--Oracle retains the product licenses and is responsible for software and infrastructure delivery and management. Customers subscribe to the services and support plans they want.

\*

On-premise--With this deployment option, the customer purchases the product licenses and is responsible for HR software and infrastructure installation, configuration, and management--offering the most control for customers (along with

the highest initial price).

\*Hosted--With this option, the customer purchases the product licenses, but Oracle (or an Oracle Partner) is responsible for the software and infrastructure installation, configuration, and management at a remote datacenter. With this option, customers get high scalability without having to invest in additional infrastructure; however, it should be noted that hosting partners must have an Oracle database and platform stack.

Reference:

Oracle Fusion Middleware Administrator's Guide for Oracle Adaptive Access Manager, Multitenancy

---

#### QUESTION 7

As an HR Administrator, you have been trained to enter the details of a person who will be hired or start as a contingent worker, in the application. Identify the three options which are correct for the worker type - pending worker.

- A. A person for whom you create a person record that is effective before the hire date.
- B. A person who already has a person record, cannot be a pending worker.
- C. An employee number is associated with a pending worker.
- D. A person number is associated with a pending worker.

Correct Answer: ABD

A: pending worker

A person who will be hired or start a contingent worker placement and for whom you create a person record that is effective before the hire or start date.

Note:

\*

worker type

A classification selected on a person's work relationship, which can be employee, contingent worker, pending worker, or nonworker.

\*

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.

Reference:

Oracle Fusion Applications Workforce Deployment Implementation Guide, Glossary

---

## QUESTION 8

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

- A. Compensation Management
- B. Time and Labor
- C. Incentive Management
- D. Benefits Management
- E. Global Payroll
- F. Global HR

Correct Answer: ACD

Compensation and Benefits are set up and entered within Workforce Rewards. Note: Workforce Rewards benefits include: Compensation Planning and Simulation

\*

Create multiple base and incentive pay plan scenarios to analyze the cost and return on investment of proposed changes.

\*

Define compensation plan eligibility groups and base and incentive pay rules.

\*

Design pay structures with the optimal mix of base and incentive pay.

\*

Adjust pay structures, eligibility rules, and formulas to create compensation models for running scenarios. \*Identify the difference between actual cost and the eventual employee value of different compensation elements.

---

### QUESTION 9

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

---

### QUESTION 10

You created a free-form content type and added it to the person profile type but yet it is not visible on the person profile page. What do you think needs to be done additionally to ensure that the content type is visible on the person profile page?

- A. The new content item must be added to the HRMS content subscriber code.
- B. A new rating model has to be created.
- C. The new content type must be added to the HRMS content subscriber code.
- D. A new instance qualifier has to be created.

Correct Answer: C

You cannot view the content section for in the person profiles until you add the new content type to the HRMS content

subscriber code.

Note: 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:

Oracle Fusion Applications Marketing Implementation Guide, Subscribers Fusion Applications Help, Define Workforce Profiles FAQs

---

### QUESTION 11

You want to display a new field of sensitive data to display salary information. Which security policy controls access to the field displayed by the component?

- A. Function Security Policy
- B. ADF Security expression language
- C. Data Security Polity
- D. Oracle Platform Security Policy

Correct Answer: C

Functions and data are inaccessible to users unless they are provisioned with the roles necessary to gain access. Function security provides users with access to pages in application users interfaces and actions that can be performed there.

Data security allows users to see data in those pages. Some data is not secured, in which case access to a user interface page gives unrestricted access to the data that is accessible from that page.

Reference:

Oracle Fusion Applications Security Guide, Function and Data Security

---

### QUESTION 12

Which Oracle Fusion HCM product helps HR managers and professionals in proactively Identifying potential issues and taking corrective actions?

- A. Profile Management
- B. Workforce Predictions
- C. Workforce Life Cycle Manager
- D. Goal Management
- E. Talent Review



Correct Answer: B

Forward looking management strategies

Oracle Fusion Workforce Predictions uses indicators, current and historical, to predict performance and attrition, determine corrective action through "what if" scenario modeling, and provide the ability to implement that corrective action. For

example, a top performer might be predicted to have a high likelihood of attrition or become a poor performer because of too many hours worked while not taking enough vacation time and the last pay increase given was lower than what their

peers received.

Reference:

ORACLE FUSION WORKFORCE PREDICTIONS, Data Sheet