

1Z0-584^{Q&As}

Oracle Fusion Human Capital Management 11g Human Resources
Essentials

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QUESTION 1

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

QUESTION 2

A worker was first hired on 1-Apr-2005 with a work relationship of "Employee". Later, the worker started the work relationship of Contingent worker on 2-Jun-2006. The worker has two current work relationships with the same legal employer. Identify the three correct options regarding service and seniority dates of the worker.

- A. The enterprise service date of the worker is 1-Jan-2005, the date on which the worker's record is created.
- B. The enterprise seniority date of the worker is 1-Apr-2005, the date on which the worker's enterprise service is based.
- C. The enterprise start date of the worker is 1-Apr-2005, the staff date of the worker's first work relationship of employee in the enterprise.
- D. The enterprise start date of the worker is 2-Jun 2006, the start date of the worker's first work relationship as Contingent worker in the enterprise.
- E. The enterprise seniority date of the worker is 2-Jun 2006, the date on which the worker's enterprise service is based.

Correct Answer: ABD

B: A seniority date is a date on which the calculation of a person's length of service with the enterprise or a legal employer. This date tracks the amount of time that a worker has been with a particular company in the organization. The default date is the hire date, but you can override it.

QUESTION 3

As the HR Manager of your organization you are required to perform certain changes on assignment related data of workers.

Identify four action types that are predefined as part of the action framework for Oracle Fusion

HCM that will help you track the changes done on workers' assignment records.

- A. Hire an Employee
- B. Promotion
- C. Termination
- D. Move Department
- E. Periodic Grade Increase

Correct Answer: ABCD

QUESTION 4

What are the four role provisioning events that are available for role life-cycle management, resource management, and business/organizational relationships?

- A. Transfer/Moves
- B. Jury Duty
- C. Reorganization
- D. Termination
- E. Anniversary
- F. Hire
- G. Absence

Correct Answer: ACDF

Role provisioning events occur across the life cycle of your implementation and deployment. ** Employees, contingent workers, internal users

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Hiring (F)

*

Self-service role requests

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Transfers, moves, and reorganization (A, C)

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Termination (D)

Reference:

Oracle Fusion Applications Security Guide, Access Provisioning

QUESTION 5

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 orm 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