Testpassport問題集

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Exam : **1Z1-584**

Title : Oracle Fusion Human
Capital Management 11g
Human Resources
Essentials

Version : DEMO

1.What Oracle Fusion Middleware features maximize the security of Fusion Applications?

A. Improved productivity, manageability, and responsibility

B. Improved extensibility, responsibility, and functionality

C. Improved productivity, adaptability, and manageability

D. Improved sustainability, adaptability, and extensibility

E. Improved adaptability, extensibility, and functionality

Answer: B

2.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

Answer: C

3.Select the four products offered as part of the Oracle Fusion HCM product family under the business process category of Workforce Development.

A. Profile Management

B. Performance & Goal Management

C. Time and Labor

D. Talent Review

E. Network at Work

F. Learning Management

Answer: A,B,D,E

4.As a line manager you have 10 direct reports. You have certain work scheduled that needs to be completed in the coming week. You have identified three of your reports to complete the task and you would like to check for their availability in the coming week.

Which report will give you a snapshot of their availability?

A. My Organization

B. Leave Availability

C. Worker Availability

D. Predicted Worker Performance and Attrition

Answer: C

5.Identify the four business subprocess offered under the workforce Deployment category of the Oracle Fusion HCM family.

A. Manage Absence

B. Manage Global Workforce

C. Manage Worker Performance

D. Manage Social Networking

E. Manage Workforce Profiles

F. Manage Workforce Life Cycle

Answer: A,B,D,F

6.You are working on Implementing Fusion Human Capital Management. Some of the work structures and need to be configured manually. Enterprise, Business Units, Legal Entities, Reference Sets, and Legislative data Group will be part of this manual setup.

Identify the correct sequence of steps to be followed for this setup.

A. Create Enterprise > Define Business Units > Define Legal Entities > Define Reference Sets > Define Legislative Data Group.

B. Create Enterprise > Define Legal Entities > Define Business Units > Define Reference Sets > Define Legislative Data Group.

C. Create Enterprise > Define Business Units > Define Legislative Data Group > Define Legal Entities > Define reference Sets.

D. Create Enterprise > Define Legal Entities > Define Reference Sets > Define Business Units > Define Legislative Data Group

Answer: B

7.Identify the two applicable model profiles for workforce structures.

A. Jobs

B. Individual worker

C. Position

D. Department

E. Location

F. Business unit

Answer: A,C

8.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

Answer: A,B,C

9.There are two distinct lists of grades that should be available in two separate business units of your organization. During testing, you notice that the lists of grades between the two business units are not per the requirement.

Indicate what has gone wrong in the setup.

A. The grade sets of the two business units have been interchanged

B. The grade rate of the two business units have been interchanged.

C. Incorrect grade ladder is attached to the two business units.

D. All grades are available at enterprise level only.

Answer: A

10.Your company wants to track the previous employment information for workers, including employer name, dates of employment, and job description.

What should you do?

A. Create a new content type and content item.

B. Use seeded content type and new content item.

C. Create a new content type but seeded content item.

D. Create free-form content type and new content item.

E. Create free form content type without content item.

Answer: E

11.You have to compare two jobs.

What are the three data sets on which the comparison can be based?

A. Competencies

B. Salary

C. Assignment

D. Development plans

E. Potential

F. Contracts

Answer: A,C,D

12.As an HR Administrator, you search for a worker's record and want to update certain values on the assignment level. Your legal employer has not allowed for an override at the assignment level. However, as an HR Administrator, you are aware that certain values are editable.

Identity two options that contain these editable values on the assignment.

A. AssignmentName, Assignment Number

B. Job, Location

C. Assignment Category,Person Type

D. Assignment Status, Assignment Projected End Date

E. Assignment Number, Job

Answer: A,D

13.Your customer is making regular updates to HR data and wants to keep a history of the changes made.

While updating employee records, which two fields are date effective?

A. Person number

B. First Name

C. Phone number

D. Date of Birth

E. National identification Number

F. Assignment details

Answer: C,F

14.Identity the correct description of the free-form content type

A. Free form content types do not contain relationships and do not contain properties until you add them to a profile type.

B. Free-form content types contain relationships and contain properties as part of profile type.

C. Free-form content types do not contain relationships but contain properties as part of profile type.

D. Free-form content types contain relationship and do not contain until you add them to a profile type.

Answer: A

15.Oracle Authorization Policy Manager User Interface uses the general operational principle of allowing the administrator to identify a security object first and after the object has been selected, allow him or her to choose one of the operations available on it.

Choose the three typical security tasks performed using Oracle Authorization Policy Manager.

A. Viewing Full Roles Hierarchies and managing Duty Role Hierarchies.

B. securing a common object such as an attachment category or a profile Option

C. managingjob and Abstract (enterprise) Roles

D. creating Implementation users that are mapped to the HR people

E. viewing Data, Job, and Role Security Policies and Permission Grants

Answer: A,B,E

16.As a consultant in your company, you are required to set up names and details of schools, colleges, universities, and so on, so that users can select from this list when entering their qualifications such as degrees.

Identify the correct setup task in FSM > Define Workplace Profiles.

A. Define Telnet > manage Profile Types

B. Define Telnet Profile Content > Manage Content Subscribers

C. Define Telnet Profile Content > Manage Profile Content Items

D. Define Telnet Profile Content > Manage Educational Establishments

Answer: D

17.You are implementing Oracle Fusion HCM and feel users may find it useful to be reminded of the effective date whenever they open a window where they can enter or change date-tracked information. You plan to implement the user profile option called "DateTrack: Reminder" that determines when the decision window appear to ask users if they want to change the effective date.

Identify the three possible values for this profile.

A. Once

B. Never

C. Not now

D. Not Today

E. Always

Answer: A,B,E

18.There are two legal employers identified for your current application implementation. The legal employers have inherited the number generation method set at the enterprise. However, there is a need to override the number generation method at the legal employer level.

Identify two options where an override can be done.

A. No condition. The worker generation method Can be changed to automatic at any time.

B. The employment model selected should be a two-tier one.

C. No employee or contingent worker work relationships should exist for that legal employer.

D. The employment model selected should be a three-tier one.

E. Manual worker-number generation for a legal employer can be selected any time.

Answer: C,E

19.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 change 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

Answer: A

20.While Implementing Oracle Fusion HCM you would like to use all the seeded Action 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

Answer: A,C,D,F