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## Oracle Fusion HCM 11g Human Resources Essentials Exam Study Guide

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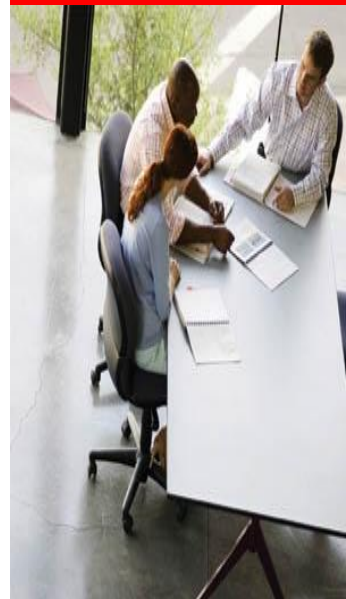
# Objective & Audience

## Objective

Help you prepare to take the Oracle Fusion HCM 11g Human Resources Essentials (1Z0-584) exam by providing you with useful resources.

## Targeted Audience

- Implementation Consultants with:
  - Strong Human Resources business process knowledge
  - HCM expertise derived from participation in one to three implementations
  - Up-to-date training and field experience



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# Exam Topics & Objectives

## Exam Topics

The Oracle Fusion HCM 11g Human Resources Essentials exam consists of five topics:

1. Overview
2. Security
3. People Management
4. Profile Management
5. Workforce Structures

## Exam Objectives

The exam objectives are defined by learner or practitioner level of knowledge:

- **Learner-level:** questions require the candidate to recall information to determine the correct answer.

Example: Which three are true about Global HR?

- **Practitioner-level:** questions require the candidate to derive the correct answer from the application of their knowledge, which can only be attained by extensive experience with the product.

Example: Your client has these 3 requirements:

- Requirement 1
- Requirement 2
- Requirement 3

What actions must you take in order to meet all these requirements?



# Training Options

For each exam topic there have been identified alternative training options that are available at Oracle. The training options are divided into three categories:

- **Boot Camps**

The Boot Camps are designed as a "jump start" training to enhance your skills by providing role-based training on industry-leading Oracle solutions and services. The boot camps are built as concise, intensive, and real-time training to give partners a competitive advantage as they prepare to build powerful solutions for their own customer base. Partners can choose to attend these boot camps in class or in a live virtual class format to maximize the effectiveness and the time allocated to training.

- **Instructor-Led Training (delivered by Oracle University)**

Partners can take any publicly-scheduled Oracle University courses at steep discounts. Benefit from hands on experience to gain real working skill and work toward Oracle certifications.

- **Online Training**

Oracle Partners are entitled free access to the Oracle Knowledge Center (OUKC), a vast library of recorded product courses. New courses are regularly added to the library, providing partners with the latest information and training to master new products or to increase proficiency on the new releases.

- **Oracle University Training on Demand**

Take classroom training on your schedule and on-the-go with Oracle Training on Demand. This format includes full classroom content delivered via high definition video that you can access on demand for 90 days. Follow the recommended flow of the classroom material, or play, and replay, segments in any order. You can also search course transcripts for specific topics. All courses include downloadable course manual (eKit) and access to labs for hands-on practice for 5 days. [View the demo.](#)

## Are You Ready?

You may be wondering if you are ready to take the certification exam already. If you meet the Targeted Audience profile, then please gauge your readiness with this “pre-test.” Before looking at the answers, record your answers to the sample questions. Then grade your answers with the answer key. If you score 8 or more correct answers you may be ready to succeed with the proctored exam. If you score less than 8 correct answers, you should definitely proceed with additional study. Note this pre-test is only a sampling across the broad knowledge contained in each topic, so success with this pre-test is not a guarantee of success with the proctored exam.

# Are You Ready?

- 1. Your company is moving from a legacy HR application to Oracle Fusion HCM. You are looking for a deployment option that allows you to be free from maintaining the infrastructure and also provides flexibility in upgrading the application. You do not expect to introduce large customizations. What is the best deployment model for this situation?**
  - a) On-Premise, b) SaaS, c) Hosted, d) Homegrown, e) Hybrid
- 2. What are three key principles of security in Oracle Fusion Applications?**
  - a) Segregation of Duties, b) Containment c) Transparency d) Easier Lifecycle Management e) Most Privileges
- 3. You created an action “Hire a Part-Time Employee” and you want the action to appear in the Action List of the predefined “Hire an Employee” page. How do you accomplish this?**
  - a) Create a new Action Type b) Do nothing as the system will automatically associate the action with the appropriate page c) Associate it with the “Hire an Employee” Action Type d) New actions cannot be created
- 4. You want employees to manage their goals by associating them 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
- 5. What organization type can contain information such as working hours, organization manager, and cost center?**
  - a) Enterprise b) Legal Entity c) Business Unit d) Department e) Division

# Are You Ready?

- 6. Which Oracle Fusion HCM product helps the HR Managers identify potential issues and take corrective actions?**
- a) Profile Management
  - b) Workforce Predictions
  - d) Goal Management
  - e) Talent Review
- 7. Identify three options for deployment of Oracle Fusion HCM Applications.**
- a) Pillar based installation with separate instance and separate data model
  - b) Suite based installation with single common instance for all the pillars and unified data model
  - c) Hybrid environment with separate instance and separate data model that can be integrated with other oracle/non-oracle systems
  - d) Pillar with single common instance for all pillars and separate data model
- 8. What are three key characteristics of a duty role?**
- a) Represents job to which a user is assigned
  - b) Duty performed by somebody
  - c) Security privileges granted
  - d) Used as building block
  - e) Associated with user irrespective of job
- 9. When a person has contingent work relationship type with two different legal employers at the same time period, which is true?**
- a) A person can have the same work relationship type with two different legal employers at the same time period
  - b) A person cannot have the same work relationship type at the same time for two different legal employers
  - c) A person needs to end the work relationship type with one legal employer before starting similar work relationship type with another legal employer
- 10. Select the two correct statements about Action Types:**
- a) Action types are seeded
  - b) If 'Termination' is an action, 'Normal Termination' is an action type
  - c) An action type cannot be associated with a user defined actions
  - d) Every action type can have multiple actions within it

# Topic 1: Overview

## Objectives

- Explain Oracle Fusion HCM products
- Explain Oracle Fusion HCM business processes
- Identify deployment options

## Level

Learner  
Learner  
Practitioner

## Training Options

- **Fusion Applications: HCM Global Human Resources**
  - Instructor-Led Training (delivered by Oracle University)
  - Live Virtual Class (delivered by Oracle University)
  - Training On Demand (delivered by Oracle University)

## Sample Question

- Your company is moving from a legacy HR application to Oracle Fusion HCM. You are looking for a deployment option that allows you to be free from maintaining the infrastructure and also provides flexibility in upgrading the application. You do not expect to introduce large customizations. What is the best deployment model for this situation?
  - a) On-Premise
  - b) SaaS
  - c) Hosted
  - d) Homegrown
  - e) Hybrid

The answer is b

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# Topic 2: Security

## Objectives

- Explain Fusion HCM security
- Describe jobs, duties and privileges
- Assign and manage security profiles

## Level

Learner  
Learner  
Practitioner

## Training Options

- Fusion Applications: HCM Global Human Resources
  - Instructor-Led Training (delivered by Oracle University)
  - Live Virtual Class (delivered by Oracle University)
  - Training On Demand (delivered by Oracle University)

## Sample Question

- What are three key principles of security in Oracle Fusion Applications?
  - a) Segregation of Duties
  - b) Containment
  - c) Transparency
  - d) Easier Lifecycle Management
  - e) Most Privileges

The answer is a, b, c

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# Topic 3: People Management

## Objectives

- Explain Fusion Person Model
- Plan workforce deployment
- Analyze workforce deployment

## Level

Learner  
Practitioner  
Practitioner

## Training Options

- Fusion Applications: HCM Global Human Resources
  - Instructor-Led Training (delivered by Oracle University)
  - Live Virtual Class (delivered by Oracle University)
  - Training On Demand (delivered by Oracle University)

## Sample Question

- You created an action “Hire a Part-Time Employee” and you want the action to appear in the Action List of the predefined “Hire an Employee” page. How do you accomplish this?
  - a) Create a new Action Type
  - b) Do nothing as the system will automatically associate the action with the appropriate page
  - c) Associate it with the “Hire an Employee” Action Type
  - d) New actions cannot be created

The answer is c

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# Topic 4: Profile Management

## Objectives

- Explain profile types
- Define workforce profiles
- Create custom content types

## Level

Learner  
Practitioner  
Practitioner

## Training Options

- Fusion Applications: HCM Global Human Resources
  - Instructor-Led Training (delivered by Oracle University)
  - Live Virtual Class (delivered by Oracle University)
  - Training On Demand (delivered by Oracle University)

## Sample Question

- You want employees to manage their goals by associating them 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

The answer is a, d

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# Topic 5: Workforce Structures

## Objectives

- Create organizations and divisions
- Use effective dating and action types
- Explain foundation tables

## Level

Practitioner  
Practitioner  
Learner

## Training Options

- Fusion Applications: HCM Global Human Resources
  - Instructor-Led Training (delivered by Oracle University)
  - Live Virtual Class (delivered by Oracle University)
  - Training On Demand (delivered by Oracle University)

## Sample Question

- What organization type can contain information such as working hours, organization manager, and cost center?
  - a) Enterprise
  - b) Legal Entity
  - c) Business Unit
  - d) Department
  - e) Division

The answer is d

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# Exam Registration

- **How to register for the exam?**

You can register for all Oracle certification exams with [Pearson VUE](#). Before a registration can be submitted, a Pearson VUE profile must be created using your Company ID. Your Company ID can be obtained by contacting your local Oracle Partner Business Center or by signing in to your OPN account. Your Company ID is located in the section on the right under "Company information".

Please follow [these instructions](#) in order to properly set-up your Pearson VUE account for the first time.

- **Have you completed an Oracle Certification Exam in the past?**

Due to systems enhancements, each partner who has completed an Oracle Certification Exam will need to update their Pearson VUE profile in order to receive credit and for those records to appear in the [OPN Competency Center](#).

- **How to get full recognition as Certified Implementation Specialist?**

To get full recognition as a Certified Implementation Specialist you need to:

- A. Update your Pearson VUE profile with your Company ID
- B. Activate your Certview Account

Please follow [these instructions](#) and your records will be properly recorded.



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