ORACLE

1Z0-548

Oracle E-Business Suite R12

Human Capital Management Essentials

EXAMAIDES

PASS YOUR EXAM AT FIRST TRY

Total Question: 70 QAs

Question No: 1

A new Accrual Plan is created, but it is not visible in the Show Accrual Balances region In the Self Service HR Leave of Absence page. What is the reason?

A. Element link has not been created as a Standard link for the Accrual Plan.

B. The employee's Accrual Balance is zero.

C. The Generate Accrual Balances concurrent program has not been run.

D. The Accrual Plan element was not included in the element set of type Run Set.

E. The Accrual Formula is not specified while creating the new Accrual Plan.

Answer: D

Question No: 2

An employee's absence record is created with just a few of the fields entered in the Absence form. Assuming Absence type is entered on all of the options below. Identify the fields that will ensure that the leave accrual of the employee is updated.

A. Data entered for Notified date, Projected Start Date, and Projected End date

B. Data entered for Projected Start Date, Projected End date, and Duration

C. Data entered for Actual Start Date and Duration

D. Data entered for Actual Start Date, Actual End date, and Duration

E. Data entered for Notified date, Projected Start Date, Projected End date, and Duration

Answer: D

Question No: 3

The HR department of the XYZ company has two types of users: HR Administrator and Head of Department (HoD), using the HR Executive and HR Manager responsibilities, respectively. Currently, both the responsibilities can be used to approve the salary proposal. The HoD wants to ensure that the HR Administrator can create salary proposals but not approve it. The Salary proposal should be approved only by the HoD. How can this be achieved?

A. Remove the access to the Salary Management function from the HR Executive responsibility.

B. Set the profile option HR: Defer Update after Approval to Yes to ensure that the salary cannot be approved by the HR Executive.

C. Use AME to configure this rule in the system.

D. Use SSHR personalization to restrict the salary approval.

E. Exclude the function: Salary Administration: Approve in the HR Executive responsibility.

Answer: E

Question No: 4

Company XYZ has two business groups. An HR super user would like to create the jobs in one business group and be able to view them in the Job Definition form (Navigation: Work Structures > Job > Description) in the other business group. The user should also be able to assign the job to an employee in the other business group. How can this be done assuming the HR: Cross Business Group profile option is set to Yes?

A. This functionality is not yet provided. Employees can be assigned only to the jobs created under the current

business group.

B. Job can be created under the Global Job Group so that the jobs created under the Global Job Groups are available across all business groups.

C. Create a Job Group as a Master Job Group so that the jobs created under the Global Job Groups are available across all business groups.

D. When creating the job, click the 'Benchmark Job' to make the job available across business groups.

E. A Global Security Profile must be attached to the responsibility to be able to view jobs created in other business groups.

Answer: C

Question No: 5

Identify the four forms that are available for person type applicant?

A. Address

B. Competence Profile

C. Work Preferences

D. Assignment

E. Contact

Answer: A,B,C,E

Question No: 6

While defining the Accrual Plan the user is adding the Net Calculation Rules. Assume applicable Input value of each of the elements in the options below is added to the Net Calculation Rule (Navigation: Total Compensation > Basic > Accrual Plan). Identify three actions that will impact the Accrual of an employee.

A. An element entry is made for a primary assignment of an employee. The element is a non-recurring element.

B. An element entry is made for a primary assignment of an employee. The element is a recurring element.

C. Payroll is run for an employee and an indirect run results is generated for a non-recurring element

D. Absence is applied through the Absence Management function in Employee Self Service but is not in approved status.

E. Batch element entry using the carried over element of the accrual plan is processed and is in transferred status.

Answer: A,B,E

Question No: 7

Identify the three Task types that the Compensation Workbench supports

A. Allocate Compensation

B. Change Supervisor

C. Change Organization

D. Employee Statements

E. Set Budgets

Answer: A,D,E

Question No: 8

Identify the screen that is NOT date-tracked in Oracle HRMS.

A. Contact

B. Contract

C. Extra Person Information

D. Position Definition

E. User Defined Table Structure Values

Answer: C

Question No: 9

You have the requirement to run the retro process (Retro pay by element or Retro pay [Enhanced] before running the monthly March, 2010 Payroll Run (Pay period start date: 0l-Mar-2010 and Pay Period End date: 31-Mar-2010). Which two dates can be used as a value for the end date or effective date parameter?

A. 01-Mar-2010

B. 01-Feb-2010

C. 28-Feb-2010

D. 31-Mar-2010

E. 15-Feb-2010

Answer: A,D

Question No: 10

In your client company, one of the users has created a global rating scale but is unable to find it in the List of Values while defining a local competency. Identify the two reasons.

A. The user is trying to create a local competency hence the global scale is not available.

B. The user has created a rating scale of the type Proficiency.

C. The user has created a rating scale of the type Weighting.

D. The user has created a rating scale of the type Performance.

E. The user has not marked the rating scale as a default rating scale.

F. The user has not specified the cluster name to which the competency belongs.

Answer: C,D

Question No: 11

Which statement is true regarding "Security Groups Enabled" security?

A. Only one business group can be linked to one responsibility.

B. More than one business group can be linked to a single responsibility but still a user can view records for only one business group at a time.

C. More than one business group can be linked to a single responsibility and a user can view records of all the business groups at a time.

D. A user can access employees across different business groups as long as global organization hierarchy is used to secure the data.

E. A user can view records of all the business groups at a time if HR. Cross Business Group profile is set to 'yes' at the site level.

Answer: B

Question No: 12

The Recruitment letter type is linked with a SQL* Plus script and applicant status as 1st interview. The applicant

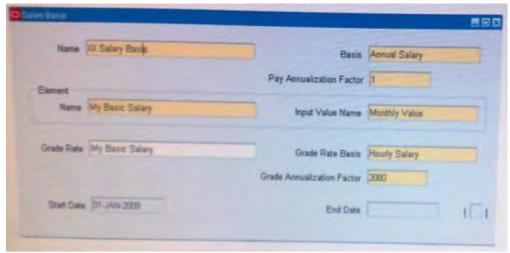status is changed from Active Application to 1st interview. Identify the valid outcome.

A. It creates a letter request automatically, with the status of Pending.

B. It creates a letter request automatically, with the status of Completed.

C. The SQL* Plus script concurrent program associated with the recruitment letter type is fired automatically.

D. It creates a letter request automatically, with the status as completed only if the number of applicants with a status of 1st interview is more than 10.

E. The SQL* Plus script concurrent program associated with the recruitment letter type is scheduled to be run at the end of the day.

Answer: A

Question No: 13

In Company XYZ, the salary basis has been created with the basis as Annual Salary and Pay Annualization factor as 1. The grade rate attached to the salary basis has Grade Rate Basis as Hourly Salary with Grade Annualization Factor as 2080 (i.e. 40 hours x 52 weeks). An employee of the company is on a monthly payroll. If the salary entered for this employee is 288,000 USD, what will be stored in the element entry input value associated with the salary basis?

A. 288,000

B. 24,000 (i.e. 288,000/12 months)

C. 138.46 (i.e. 288,000/2080 hours)

D. 5538.46 (i.e. 288,000/52 weeks)

E. No value will be stored in the element entry input value associated with the salary basis.

Answer: A

Question No: 14

You are trying to update Special Information Type (SIT) (Navigation: People > Enter and Maintain > Query Employee > Special Info). You select the special information structure: Passport details, enter the details and try to save. The error "Please choose an existing combination" is displayed. What is the cause of this error and how would you fix it?

A. The Allow Dynamic Inserts check box in the Flexfield Definition form was not selected. Select the Structure Code in question, select the Allow Dynamic Inserts check box, and compile the flexfield.

B. All the mandatory segments of the SIT are not entered, and hence the error message is displayed. If you retry to save after all the segments are entered, this error message will not appear.

C. The Start/End Date fields are left blank for the SIT structure in the Details section. Hence the error message is displayed. If you try to save after the Start/End Date fields are entered, this error message will not appear.

D. The value set associated with the SIT Structure has issues. The value set needs to be fixed.

E. The SIT structure has not been entered in the Special Information Types (SIT) form (Navigation: Others > Special Information Types). Create a row for the new SIT. Select the Enabled check box for others.

Answer: A

Question No: 15
Company XYZ requires Leave of Absence to be approved by any member of the HR team. Identify the action that can be used to address this requirement.
A. One Dynamic Approval Group with Voting method as parallel
B. One Dynamic Approval Group with Voting method as First Responder Wins
C. Multiple Dynamic Approval Group with Voting method as Serial
D. One Dynamic Approval Group with Voting method as Consensus
E. Multiple Dynamic Approval Group with Voting method as parallel
Answer: B

Question No: 16
An employee is in the China Business Group but the permanent address is in the United States. Can the residential address be stored in the US address style?
A. The address style cannot be changed since it is based on the employee's assignment location.
B. The address style cannot be changed since it is based on the location attached to be business group.
C. The address style can be set to the US address style.
D. The address style cannot be changed since it depends on the legislation attached to the business group.
E. The address style cannot be changed since it depends on the location attached to the position associated with the employee.
Answer: C

Question No: 17
Identify the three forms on which Special Information Type can be enabled.
A. People form
B. Assignment form
C. Jobs form
D. Grades form
E. Address form
F. Positions form
Answer: A,C,F

Question No: 18
How do you enroll an employee into an Accrual Plan?
A. Employee is enrolled to an accrual plan based on the accrual formula attached to the employee.
B. Accrual plan is associated with the organization in the additional organizational information window. All employees who are attached to this organization are enrolled to the accrual plan.
C. Employees are enrolled by manager nomination through Manager self service.