Oracle 1z0-548

Oracle E-Business Suite R12 Human Capital Management Essentials

Version: 6.1

QUESTION NO: 1

Payroll has completed, but the payroll process is in incomplete status. The pre-payment process is run. ?

A. The pre-payment process will not process any employee.
B. Prepayments are processed only for those employees whose payroll process status Is Incomplete.
C. Pre-payments are processed only for those employees whose payroll process status Is Complete.
D. Prepayments are processed for all the employees for whom payroll was run.
E. Pre-payments will be processed for all the employees with default payment method.

Answer: C
Reference: Oracle Human Resources Management Systems Payroll Processing Management Guide, Payroll Processing and Analysis

QUESTION NO: 2

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. The HoD wants to ensure that the HR Administrator has read-only access to the Grade Description form (Navigation: Work Structures > Grade > Description). Assuming that the Grade Description form and Taskflow associated with both the responsibilities are different, how can this be done?

A. Add the parameter QUERY_ONLY=YES to the Grade Description form associated with the HR Executive responsibility.
B. Create a new form using Custom form (Navigation: Security > Customform) under the HR Executive responsibility with the specific restrictions.
C. Use HR Security profile to make the Grade Description form as read-only.
D. HR Forms cannot be made read-only.
E. Exclude the Grade Description function in the HR Executive responsibility.

Answer: B
Explanation:

QUESTION NO: 3

In Core HR, how can an organization capture all the recruitment activities for the current financial

year within a parent recruitment activity?

A. Create the parent recruitment activity. While creating the child recruitment activities specify the parent recruitment activity in the 'Within Recruitment Activity1 section.
B. Attach multiple recruitment activities to the same requisition.
C. Attach multiple recruitment activities to the same vacancy.
D. While creating the child/parent recruitment activities check the primary flag for the parent recruitment activity.
E. A recruitment activity cannot be linked to any other recruitment activity.

Answer: B
Explanation: Explanation
Use the Recruitment Activity window to define either single recruitment activities or groups of activities. You can associate a recruitment activity with an organization and with one or more vacancies. You can record and monitor the cost effectiveness of any activity, or group of activities.

Reference: Oracle Human Resources Management Systems Workforce Sourcing, Deployment, and Talent Management Guide, Recruitment and Hiring

QUESTION NO: 4

An element exists with the classification, "Tax Deduction." The element is not appearing in the Adjust balance element list. Identify two reasons for this.

A. Adjustment cannot be done for the Element classification "Tax Deduction."
B. A valid element link is not created.
C. The element must have an input value of the type date.
D. If a Payroll is run for the effective date, then the element will not be available in the List of Values (LOV).
E. The element creation date is later than the current effective date.

Answer: B,E
Explanation:

QUESTION NO: 5

Identify the two tasks that can be performed in Compensation Workbench (CWB)

A. Set **Budgets**
B. Review and Submit
C. Change Supervisor
D. Change Cost Center
E. Change Job

Answer: A,B

Explanation: Typically, there are five tasks performed in CWB :

* Set Budgets

* Review and Submit

* Allocate Compensation

* Manage Approvals

* Employee Statements

Reference: Compensation Work Bench, An Overview

QUESTION NO: 6

For a new employee, the Assignment and Element related data was updated into the system. After the payroll and the post payroll processes were run, it was found that the employee's Bank Account Information was not entered into the system. Assuming that no Override Payment Method was specified while running the Prepayment Process, what Payment Method would the system use for the new employee?

A. The prepayment process would error out for the employee since the employee's Bank Account Information has not been added to the system.
B. The employee would be paid by the Default Payment Method associated with the payroll of the employee.
C. The employee would be paid by the Default Payment Method associated with the Consolidation Set.
D. The employee's Pre-Payment will not be processed.
E. The employee would be paid by the Default Payment Method associated with the Business Group.

Answer: B

Explanation:

Payment Methods are defined for each Payroll with a Default specified. This default is used when the Payroll is associated with the employee and no personal payment method information has been entered for the employee

QUESTION NO: 7

In the Approval Management Engine (AME), how are the approvers notified in the Consensus Voting Regime?

A. Members are notified in parallel.
B. Members are notified one after the other, in an order consistent with the member's order numbers.
C. The first member to respond to the notification requesting approval becomes the group's approval decision.
D. No approval is required; only FYI notification is sent.
E. Members are notified in Serial.

Answer: A

Explanation: The decision to parallelize the transaction's approver groups and chains of authority amount to choosing consensus voting regimes for the approver groups.

Reference: Oracle Approvals Management Implementation Guide, Implementing Oracle Approvals Management

QUESTION NO: 8

In Core HR, an applicant was created on 1-JUL-2009 with applicant status Accepted. On 20-JUL-2009 the same applicant was hired in the system with the hire date set as 20-Jul-2009. No other transactions were done for this person. The hire date now needs to be changed to 10-Jul-2009. How can this be done?

A. Date Track to 20-Jul-2009 and update the latest start date field with the new hire date.
B. Date Track to 10-3UL-2009 and update the latest start date field with the new hire date.
C. Date track to Ol-Jul-2009 and update the latest start date field with the new hire date.
D. Date track to 10-JUL-2009. Click Cancel application and re-hire the employee on 10-Jul-2009.
E. Date track to 10-JUL-2009. Click Delete and select the DELETE-NEXT-CHANGE date track option. Save the changes and re-hire the employee on 10-Jul-2009.

Answer: E
Explanation: Answer A is wrong as you can't update the record on 20th as on 10th the status is application.

QUESTION NO: 9

Identify which four are available as a dynamic database item in a fast formula of the type "Oracle Payroll.

A. Table Values
B. Elements
C. Balances
D. Absence Types
E. Grade Rates and Pay Scale Rates

Answer: B,C,D,E
Explanation:

Dynamic database items are generated from your definitions of:
– elements
– balances
– absence types
– grade rates and pay scale rates
– flexfield segments

Reference: Oracle Human Resource Management Systems, Database Items

QUESTION NO: 10

A new Key Flexfield structure has been defined for the "Personal Analysis Flexfield.

Which additional step is required to enable the Special Information structure in the Person Special Information Form (Navigation: People > Enter and Maintain > Others > Special information)?

A. In the Special Information Types (SIT) form, create a row for the new SIT. Select the Enabled check box for other.
B. For each business group, select the new SIT structure while defining the business group information in the additional organization information window.
C. Run the Register Extra Information Types (EITs) concurrent program.

D. Assign the SIT to the responsibility using the Information Type Security form.
E. No additional steps required. SIT will be visible in the Special Information form in Core HR.

Answer: A

Explanation: Implementation: of special information type

A. Configure the key Flexfield

B. Add segments to the key flex field

C. Assign value sets to segments. Skip this step if you want your key flexfled segment to be free text. Value sets are attached to each such segment that requires validation.

D. In HRMS Superuser responsibility , enable the key flexfield context in screen "Define special information type" (A).

Reference: Special Information Types -SIT in HRMS

QUESTION NO: 11

You have a requirement to cost all the employee's earning elements to the employee's cost center except for the corporate bonus. Identify the two ways through which you can cost the corporate bonus to a separate cost center.

A. Change the employee's organization cost center to the corporate cost center (Navigation: Work Structures > Organization > Description).
B. Allocate 100% to the corporate cost center under Assignment costing (Navigation: People > Enter and Maintain > Assignment > Others > Costing).
C. Allocate 50% to the corporate cost center under Assignment costing (Navigation: People > Enter and Maintain > Assignment > Others > Costing).
D. Set the element link to Fixed Costed. Specify the entire costing code combination at the element link level, (Navigation: Total Compensation > Basic > Link).
E. Override the cost center of the employee at the element entry level.

Answer: D,E
Explanation:
Costing needs to be done for an individual element entry and can therefore be done at the Element Entry Level (E). Alternative, the fixed costed method can be used in the element link whereby which costing information will not be determined from Assignment and Organization Levels (D).

QUESTION NO: 12
In your client company, 500 employees are eligible for Telephone Allowance (Recurring Element).

This element needs to be attached to all employees hired after 01-Jan-2010. Because of the volume of the data, manual Element Entries cannot be created for all the employees. How would this be achieved?

A. Define an Assignment Set and enter criterion to select Employees hired after 01-Jan-2010. In the batch Element Entry, use the create Batch Lines window to create identical lines for all assignments Set.

B. Use the mass Assignment update feature to update the assignment data of all the employees.

C. Attach the element as a Standard link with No eligibility criteria defined.

D. Attach the Element as a Standard Link with Eligibility Criteria defined as Hire Date greater than equal to 01-Jan-2010.

Answer: A

Explanation:

(The Assignment Set can be used to select assignment lines pertaining to the specific criteria and populated in the Batch Element Entry)

Note: Entering Batch Lines

A batch line is one element entry for an assignment.

Use the Create Batch Lines window to create identical lines for all assignments identified by an assignment set. This is a quick way to create many lines for an element. If the input values need to vary between assignments, you can leave these blank and add them later using the Batch Lines window.

In the Batch Lines window, you can enter new lines for individual assignments, and you can view and edit lines created automatically for an assignment set. You can speed up entry of new lines by entering default input values

Reference: Oracle Human Resource Management Systems, Entering Batch Lines

QUESTION NO: 13

In your client company, proration has been enabled on the element. The payroll user has updated the Grade of the employee in the middle of the payroll period. This has triggered the proration Event. What happens once the proration event is triggered?

A. It creates two Input Values: one for the payroll period up to the day before the event, and one from the date of the event to the end of the period.

B. It creates two Global Values: one for the payroll period up to the day before the event, and one