

100% Money Back
Guarantee

Vendor:Oracle

Exam Code:1Z0-548

Exam Name:Oracle E-Business Suite (EBS) R12
Human Capital Management Essentials

Version:Demo

QUESTION 1

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.

Correct Answer: B

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.

QUESTION 2

Your client has created a competency for driving skills to capture the competency details of all the employees who are defined as drivers in the system. The client also wants to capture details such as Source of Proficiency Rating (e.g. Regional Transport Office), Certification Method (e.g. Driving test), and so on, while recording the competency detail for an employee. How would you capture these details while recording the competency profile of an employee?

- A. The Source of Proficiency Rating and Certification Method fields are available in the Competence Profile form. These details can be captured while creating the competency profile of the employee.
- B. The details can be captured if the competency is defined as a Global Competency.
- C. The details can be captured if the competency is defined as a Local Competency.
- D. The details can be captured if the rating scale associated with the competency is defined of the type Proficiency.
- E. These details can be captured if Unit Standard Qualifications Framework Details are specified while defining the competency.

Correct Answer: E

QUESTION 3

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.

Correct Answer: BE

QUESTION 4

As per the organization structure of Company ABC, an employee might be a manager of more than one organization, but there cannot be more than one manager for an organization. Also the manager's assignment might not be associated with the organization of which they are the manager. Identify two ways it can be done.

- A. Use the organization manager relationship window to define the manager for an organization.
- B. Set the manager flag on the assignment for the organization manager.
- C. Set the reporting name in the Reporting Information field on the organization information window.
- D. It can be done using Organization Hierarchy.
- E. These rules cannot be enforced without customization.

Correct Answer: AC

QUESTION 5

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 10-3JUL-2009 and update the latest start date field with the new hire date.
- C. Date track to 01-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.

Correct Answer: E

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

QUESTION 6

Select the effective date on which the element entries will be end dated if the Termination Rule attached to the Element Definition is `Last Standard Process`

- A. Actual C Date
- B. Notified Termination Date
- C. Payroll Period End Date
- D. Final Process Date
- E. Projected Termination Date

Correct Answer: C

The Element Entries will be closed on the last date of the Payroll Period

Note:

Termination Dates:

* Notified: (Optional) Enter the notification date of termination.

* Projected: Enter if a non-12-month termination whose last day is 24-May.

* Actual: Enter the actual last date of employment, or if entering a non-12-month termination and last day is 24-May, enter August 24.

* Last Standard Process Date: Will automatically populate with the end date of the payroll of the active assignment when you click on the [Terminate] button.

If there are multiple assignments with different payrolls, ensure the last standard process date is the latest date.

* Final Process: Leave blank.

QUESTION 7

To generate online Payslips, when do you run the archive process to gather the latest payroll information?

- A. after the Retro pay Process is complete
- B. after the Payroll is complete
- C. after the Pre-Payments is complete
- D. after the Payments process is complete
- E. after the Retro Costing is complete

Correct Answer: D

QUESTION 8

What is the organization classification of the top organization in Oracle HRMS that serves as the container for all of the

employees?

- A. Business Group
- B. HR Organization
- C. GRE/Legal Entity
- D. Employer
- E. Operating Unit

Correct Answer: A

A BG is the largest unit representing the enterprise as a whole. A BG is the highest level of the structure and is an organization that represents the consolidated enterprise, a major division, or an operation company and has no accounting impact.

*

Represent a legislative grouping (typically a country where the enterprise has a fair number of employees).

*

Serves as a container for the organizations in the enterprise.

*

Enable grouping and managing data in accordance with the legislative rules and reporting requirement of a single country.

QUESTION 9

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

Correct Answer: ADE

A: You can use Compensation Workbench to allocate compensation awards and propose changes to salary components.

Typically, there are five tasks performed in CWB :

* Allocate Compensation (A)

* Employee Statements (D)

- * Set Budgets (E)
 - * Review and Submit
 - * Manage Approvals
-

QUESTION 10

In your client's company, the Telephone Allowance is paid as per the grade of an employee. This information is stored in a User Defined Table. The Row is set as the Grade name and the Column Value is set as the applicable amount of the Telephone Allowance. Your client wants to validate that the value entered in the column Value is between 0 to 300 USD.

How would you configure this validation?

- A. In the Table Structure window, set the Match Type of the table as Range. Choose the Rows button to go to the Rows window and specify the lower and upper boundary values as 0 and 300 respectively.
- B. In the Table Structure window, set the Match Type of the table as Match. Choose the Rows button to go to the Rows window and specify the lower and upper boundary values as 0 and 300 respectively.
- C. Create a Formula Validation to return an error if the Entry Value is greater than 300. In the Table Structure window choose the Columns button to go to the Columns window. Associate the Validation Formula with the appropriate Column Name.
- D. In the Table Structure window, select the Range Validation check box. Choose the Rows button to go to the Rows window and specify the lower and upper boundary values as 0 and 300 respectively.
- E. Create an Independent Value set to have values from 0 to 300. In the Table Structure window choose the Columns button to go to the columns window. Associate the Value Set with the appropriate Column Name.

Correct Answer: A

You set up user tables in the Table Structure window.

To set up the structure of a table:

1. Set your effective date to the date from which you want the table's row labels to take effect.
2. Enter the table name.
3. For the table's match type, select Match or Range. Select Match if each row is for one item, such as one job or one code. Select Range if each row is for a range of numeric values, such as an age range or a pay range. (A) 4. If the match type is Match, select Date, Number or Text as the Key Units of Measure, depending on whether entries in the rows are dates (DD-MON-YYYY), numbers, or alphanumeric text.
- If the table's match type is Range, the Key Units of Measure automatically becomes Number.
5. Enter the row label as the Row Title.

For example, if the table rows refer to rate codes, an appropriate row title would be Rate Code. If the rows refer to age ranges, you might use the title Age Range.

6. Save your work, and choose the Columns button to go to the Columns window.

QUESTION 11

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.

Correct Answer: CD

QUESTION 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.

Correct Answer: A

(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

To Read the [Whole Q&As](#), please purchase the [Complete Version](#) from [Our website](#).

Try our product !

100% Guaranteed Success

100% Money Back Guarantee

365 Days Free Update

Instant Download After Purchase

24x7 Customer Support

Average **99.9%** Success Rate

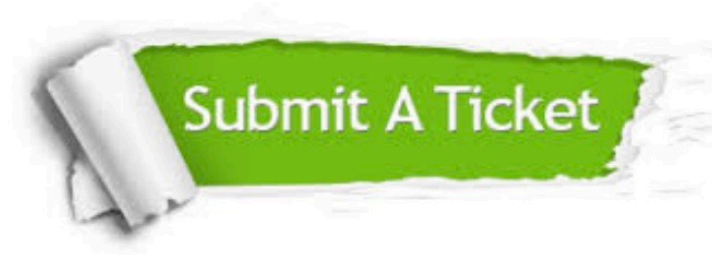
More than **800,000** Satisfied Customers Worldwide

Multi-Platform capabilities - **Windows, Mac, Android, iPhone, iPod, iPad, Kindle**

Need Help

Please provide as much detail as possible so we can best assist you.

To update a previously submitted ticket:



 <p>One Year Free Update Free update is available within One Year after your purchase. After One Year, you will get 50% discounts for updating. And we are proud to boast a 24/7 efficient Customer Support system via Email.</p>	 <p>Money Back Guarantee To ensure that you are spending on quality products, we provide 100% money back guarantee for 30 days from the date of purchase.</p>	 <p>Security & Privacy We respect customer privacy. We use McAfee's security service to provide you with utmost security for your personal information & peace of mind.</p>
---	---	--

Any charges made through this site will appear as Global Simulators Limited.

All trademarks are the property of their respective owners.