1Z0-548^{Q&As}

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

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QUESTION 1

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.

Correct Answer: A

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).

QUESTION 2

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.

Correct Answer: A

QUESTION 3

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 4

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

Correct Answer: ACF

When you enable special information types for your Business Group, you select how you plan to use each type. In Oracle Human Resources, you can use them for:

*

 Personal information (A)

*

 Job requirements (C)

*

 Position requirements (F)

QUESTION 5

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

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