



1Z0-548^{Q&As}

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

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QUESTION 1

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 2

A user defining the career path in the system, identify the reason that the user cannot see the job name in the job progression from field.



- A. The job has already been used in the current career Path the user is defining.
- B. The job has already been used in another career path defined in the system.
- C. The job is present under a different job Group in the same business Group.
- D. The job is not defined as a Benchmark Job.



E. The job is not attached to a Benchmark Job

Correct Answer: A

QUESTION 3

How can a client set up the security profile for Manager Self Service, so that a manager in the India Business Group is able to see the details of his direct reports in India and in the US Business Group without having to switch responsibility?

A. Set the global security profile to use Assignment Based Hierarchy. Also the profile HR: Supervisor Hierarchy Usage should be set to "Use Assignment-based Supervisor Hierarchies."

B. Set the global security profile to use Person Based Hierarchy. Also the profile HR: Supervisor Hierarchy Usage should be set to "Use Person-based Supervisor Hierarchies."

C. Create two security profiles in the India and US business groups. For each of them use Person Based Hierarchy. Also set the profile HR: Supervisor Hierarchy Usage to "Use Person-based Supervisor Hierarchies."

D. Create two security profiles in the India and US business groups. For each of them use Assignment Based Hierarchy. Also set the profile HR: Supervisor Hierarchy Usage to "Use Assignment-based Supervisor Hierarchies."

E. Create two security profiles in the India and US business groups. For each of them use Person Based Hierarchy. Also set the profile HR: Supervisor Hierarchy Usage to "Use Assignment-based Supervisor Hierarchies."

Correct Answer: D

QUESTION 4

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.

Correct Answer: A

Generally this happens when the Allow Dynamic Inserts not checked on flexfield is not checked. See below:



| Topic | Error | Reason | Fix | Metalink Note | Patches |
|--------------------------------|---|--|---|--|---------|
| Mass Copy | Initial Mass copy in FA completed with warning | Asset Category is not defined for this tax Book | Added the tax book to the Asset Category | - | - |
| Tax Book | Tax Book entry not transferred to the Secondary Ledger | When defining Tax Book the Secondary ledger should be given in the ledger field | Created a New Tax Book & attached the secondary ledger to the Tax Book | - | - |
| GL Secondary Ledger & Tax Book | Created a Secondary Ledger with currency (AUD) Different from the Primary Ledger (INR). Now created a Tax book for the secondary ledger with (AUD) but was not able to see that Secondary Ledger in the Tax Book creation but was able to see the Secondary ledger whose Currency was defined as INR or the same as Primary Ledger | Only SL with the Same currency & COA as primary Ledger will be displayed in Tax Book creation | NA | - | - |
| Sytem Control | System Control errored when saving with the following Error. | Form has to be Compiled | Regenerate the form FAXSUSTL via ADADMIN | - | - |
| Asset additions | While Adding an Asset through quick Addition or Mass Addition ERROR Please choose an existing combination FRM-41106 You cannot create records without a parent record APP-FND-01238 Cannot set value for field ADDITION_BOOKS.LAST_UPDATE_DATE APP-FND-01238 Cannot set value for field ADDITION_BOOKS.LAST_UPDATED_BY APP-FND-01238 Cannot set value for field ADDITION_BOOKS.LAST_UPDATE_LOGIN | The issue is caused by the following setup: "Allow Dynamic inserts" was not enabled on the Asset Key flexfield. Even if the Asset Key is not required, adding an asset without populating any Asset Key value will return all these errors but still the asset can be saved via Quickaddition. | To implement the solution, please execute the following steps:: 1. Go into the FA responsibility: 2. Navigate to Setup > Financials > Flexfields > Key > Segments Query the Asset Key Flexfield Check "Allow Dynamic inserts" Recompile the key flexfield. 3. Retest an asset addition via Quickaddition or Addition | Manual Quickaddition Returns 'Please choose an existing combination' Before Saving The Asset [ID 789396.1] | - |

QUESTION 5

For company XYZ, the Payroll period is Calendar month and Proration is available in the legislation. An employee in the company has applied for leave from 10-May-2009 to 14-Jun-2009. Based on the payroll period the leave payment must be split between May and June payroll months. How can the payment of the leave be prorated across the payroll periods?

- A. Create the leave element as a non-recurring element and attach appropriate proration event group to the element definition.
- B. Create the leave element as a recurring element with the input value as payroll period start date and payroll period end date to split the leave record across the payroll periods.
- C. Create the leave element as a recurring element and attach appropriate proration event group to the element definition.
- D. Select option: Yes for Allow Absence Overlaps in the Absence Types form (Navigation: Total Compensation > Basic > Absence Types).
- E. Create leave element with multiple entries allowed.

Correct Answer: C



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| | | |
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