



1Z0-548^{Q&As}

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

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QUESTION 1

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

Correct Answer: C

QUESTION 2

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 3

You are creating a new non-recurring element. Assume proration is available in the legislation where the element has been created. Identify the two ways in which proration of an element can be achieved.

- A. Write a separate proration formula and attach the proration formula to the element definition.
- B. Embed the proration calculation within the payroll formula and attach the proration group to the element definition.
- C. Attach retro event group to the element definition.
- D. Only recurring elements can be prorated, hence create recurring element for proration.
- E. Create input values as effective start date and effective end date to enable proration for that element.

Correct Answer: BE



QUESTION 4

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 5

In Compensation Workbench (CWB), when is a Combination Plan used?

- A. If the plan contains both Local and Global populations
- B. If the plan needs to allocate salary Increases and individual compensation distributions
- C. If the plan needs to allocate salary increase and bonuses from the same budget
- D. If the plan needs to allocate salary increase and bonuses from different budgets
- E. If the plan is created for both benefits as well as bonuses

Correct Answer: C

Note: If you have a combination plan, you must budget for at least one component, but you are not required to budget for each component of the plan.

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