



1Z0-548^{Q&As}

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

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QUESTION 1

The element is created as a standard link. It should no longer be attached automatically based on the eligibility criteria.

What will be the impact if the element link is end dated?

- A. Standard link cannot be end dated.
- B. The element entry for each of the employees will be end dated as per the end date on the element link form.
- C. The Balance attached to the element will become invalid.
- D. The existing element entries will not be impacted. No new entry will be created automatically.
- E. The element entry will be purged from all the employees.

Correct Answer: E

QUESTION 2

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 3

In the Approval Management Engine (AME), how do you control the time out functionality?

- A. Using AME ?Approval Groups
- B. Using Workflow ?Node Attributes
- C. There is no standard way to control the time out functionality.
- D. Using AME ?Configuration Variables



E. Using Workflow Events

Correct Answer: E

QUESTION 4

How can a competency be defined as global and made available across different business groups?

- A. Set the HR: Cross Business Group profile option to Yes.
- B. Select a competence key flexfield structure at site level for the profile option HR: Global Competence Flex Structure.
- C. For each business group, select the global Competence key flexfield structure while defining the Business Group Information in the additional organization information window.
- D. The global competency structure needs to be added to the lookup COMPETENCE_TYPE.
- E. Set the global security profile to use Organization Based Hierarchy.

Correct Answer: A

QUESTION 5

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.

Correct Answer: B

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

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