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QUESTION 1

Your client wants users to be prompted to enter the "Contract Sign-off date" whenever a new contract is entered with a status as Active or when an existing contract's status is changed from any other status (e.g. Inactive, Pending, etc.) to Active. As the field "Contract Sign-off date" is not available as a standard field in the Contracts form, how would you achieve this?

- A. Choose CONTRACT.STATUS in the Reference Field for the Descriptive Flexfield-Additional Contract Details. Create a structure with the same Lookup Code as the active contract status. Make the segment of this structure as mandatory.
- B. Create the segments in the Global Data Element Context structure. Make the segments of this structure as mandatory.
- C. Without adding any value to the reference field, create a new structure with the same Lookup Code as the active contract status. Make the segments of this structure as mandatory.
- D. The Lookup type: CONTRACT_STATUS stores the valid contract statuses. Add the "Contract Sign-off date" as one of the values in the lookup.
- E. This cannot be achieved using the Additional Contract Details DFF.

Correct Answer: A

Since the Field needs to be entered only for the Active Status, this status has to be included as a reference field to be synchronized when defining the DFF

QUESTION 2

What are the types of program/plan years that the Compensation Workbench supports?

- A. Calendar and Fiscal Year
- B. Calendar Year only
- C. Fiscal Year only
- D. Payroll Calendar
- E. Period Years

Correct Answer: CDE

You define program and plan year periods--as well as fiscal years--using the calendar start and end dates through which programs or plans are in effect. Once you define a year period, you associate it with the appropriate program or plan.

Note: You use the Program/Plan Year window to record the dates through which programs or plans are in effect. The period type must be Fiscal if you are defining a year other than from 01-JAN to 31-DEC. When the year period is from 01JAN to 31-DEC the period type must be Calendar.

QUESTION 3



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

QUESTION 4

Which three types of compensations can you distribute using Compensation Workbench (CWB)?

- A. Salary Increases
- B. Bonus
- C. Expense Payments
- D. Timecard entries
- E. Stock Options

Correct Answer: ABE

In an enterprise, you need to compensate and award benefits to eligible employees. Your enterprise determines who is eligible for compensation and awards, and who can allocate them. Most compensation cycles include or exclude certain employees, based on enterprise requirements. Compensation could include salary (A), bonus (B), allowances, vehicle mileage payments, and stock options (E). Allocation of compensation may depend on factors such as current salary, grade, position, time since last pay raise, and other factors. You also need to convey this compensation information to your employees easily.



QUESTION 5

The Recruitment letter type is linked with a SQL* Plus script and applicant status as 1st interview. The applicant status is changed from Active Application to 1st interview. Identify the valid outcome.

- A. It creates a letter request automatically, with the status of Pending.
- B. It creates a letter request automatically, with the status of Completed.
- C. The SQL* Plus script concurrent program associated with the recruitment letter type is fired automatically.
- D. It creates a letter request automatically, with the status as completed only if the number of applicants with a status of 1st interview is more than 10.
- E. The SQL* Plus script concurrent program associated with the recruitment letter type is scheduled to be run at the end of the day.

Correct Answer: A

You need to link your SQL*Plus script with a letter and one or more statuses. In Oracle Human Resources, you can link one or more applicant assignment statuses with each recruitment letter. A request for the letter is then created

automatically when an applicant is given an associated assignment status.

When an applicant is given one of these statuses, a pending request for this letter type is created automatically. If a pending letter request already exists, the applicant is added to the list of people to receive the letter when you submit the

request.

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