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

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QUESTION 1

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.

QUESTION 2

One of the users in your client's company has attached a collective agreement to the assignment. When the user navigates to the Employment Terms tab on the Assignment form, the list of values for the Agreement Grade is empty. The user has verified that the Collective Agreement Grades (CAGR) Key Flexfield structure has been created correctly and is compiled.

Why is this happening?

- A. The CAGR structure has not been associated with the Business Group in the Business Group Information window, which opens from the Organization window.
- B. The employee is not eligible for any CAGR structure based on the eligibility profile attached to the collective agreement.
- C. The person is a contingent worker and this field doesn't hold any value for contingent workers.
- D. The CAGR structure has not been linked to the collective agreement attached to the assignment in the Agreement Grades window (Navigation: Work Structures > Collective Agreement > Define Collective Agreement Grades).
- E. The CAGR structure has not been linked to the grade attached to the assignment in the Grades Definition window.

Correct Answer: D



QUESTION 3

What is the organization classification of the top organization in Oracle HRMS that serves as the container for all of the employees?

- A. Business Group
- B. HR Organization
- C. GRE/Legal Entity
- D. Employer
- E. Operating Unit

Correct Answer: A

A BG is the largest unit representing the enterprise as a whole. A BG is the highest level of the structure and is an organization that represents the consolidated enterprise, a major division, or an operation company and has no accounting impact.

*

Represent a legislative grouping (typically a country where the enterprise has a fair number of employees).

*

Serves as a container for the organizations in the enterprise.

*

Enable grouping and managing data in accordance with the legislative rules and reporting requirement of a single country.

QUESTION 4

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

QUESTION 5

In Compensation Workbench (CWB), which functionality is available under the "Switch Manager" function?

- A. Change an employee's Manager
- B. Request change of Compensation Manager
- C. Alter the Approval Hierarchy
- D. Act on behalf of another Manager

Correct Answer: D

Managers can enter allocations and assignment changes for any employee who reports directly or indirectly to them, according to the selected hierarchy. If you make the Switch Manager feature available to them, they can view and edit the budgetsheets and worksheets of any manager within their security view (defined by the security profile attached to their responsibility). Switch Manager enables you to act as another manager or as a super-user and do everything that the manager can do except view their notifications. You can search for and select another manager to switch to even if you don't know the exact name, employee number or email address of the manager you want to switch to.

QUESTION 6

How can the Assignment button be removed from the Enter and Maintain form?

- A. The assignment functions need to be removed from the applicable user menu.
- B. Navigate to the task flow form. Query for the applicable task flow and navigate to the applicable node name for the assignment form in the node block. Remove this node and save the changes.
- C. In the Special Information Types (SIT) form, deselect the Enabled check box for Others.
- D. In the Human Resource Responsibility, navigate to Security > CustomForm and create a new form with the specific restrictions.
- E. Set the global security profile to use Assignment Based Hierarchy and set Maximum Hierarchy Levels to 0.

Correct Answer: B

Task flows are used to configure the navigation path between different windows in Oracle HRMS.

1.

Every Form is defined as a Taskflow Node (e.g. Person Screen, Assignment Screen, Contacts Screen, Phones Screen) (Navigation : Security > Task Flow Node).

2.

Then you define the Task Flow definition, in which you mention to which all forms can be navigated from a form (e.g. To



which all forms (contracts, phones, assignment) you can navigate from the Person screen). Since each screen is defined as task flow node, the task flow definition will have the source form as one task flow node and each form to which it can navigate as destination node (Navigation : Security > Task flow Definition). You can mark few forms as buttons so that they appear as buttons in the form and other comes in Others list.

3.

This taskflow Definition is passed as a parameter to the Form Function (here the Form function defined for Combined Person and Assignment Form).

So in this scenario the following applies:

1.

Need not define the Task flow nodes as they are predefined.

2.

Need to define new task flow definition removing the unrequired forms from navigation path.

3.

Pass the new Task flow definition to your form function.

QUESTION 7

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 8

Which option best explains the Update-Insert option of the Datetrack Mode?

- A. It replaces all information for the record you are updating.
- B. It end-dates the original record and creates a new record to hold the new changes, thus preserving the history of the changes to the record.
- C. It creates a new record in between two existing records, preserving the record's entire history.



- D. It behaves like a Correction, but replaces only an update rather than the entire history of the record.
- E. It end-dates the original record, creates a new record, and replaces all future changes.

Correct Answer: C

DateTrack Insert/Update. This means that the person must have a future dated change to permit changes in this row to be inserted on a future date specified by the user.

Note: DateTrack: When you change your effective date (either to past or future), DateTrack enables you to enter information that takes effect on your new effective date, and to review information as of the new date.

QUESTION 9

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 flexfield 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).
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QUESTION 10

Select the effective date on which the element entries will be end dated if the Termination Rule attached to the Element Definition is "Last Standard Process"

- A. Actual C Date
- B. Notified Termination Date
- C. Payroll Period End Date



D. Final Process Date

E. Projected Termination Date

Correct Answer: C

The Element Entries will be closed on the last date of the Payroll Period

Note:

Termination Dates:

* Notified: (Optional) Enter the notification date of termination.

* Projected: Enter if a non-12-month termination whose last day is 24-May.

* Actual: Enter the actual last date of employment, or if entering a non-12-month termination and last day is 24-May, enter August 24.

* Last Standard Process Date: Will automatically populate with the end date of the payroll of the active assignment when you click on the [Terminate] button.

If there are multiple assignments with different payrolls, ensure the last standard process date is the latest date.

* Final Process: Leave blank.

QUESTION 11

An employee's assignment status needs to be temporarily suspended pending disciplinary review. The employee's payroll needs to be processed during the duration of his suspension. How can this be achieved?

- A. Create assignment status as Suspended Pending Review with payroll status as Process and Human resource status as Suspended.
- B. Create assignment status as Suspended Pending Review with payroll status as "Do not process" and Human resource status as Active.
- C. Delete all element entries attached to the employee pending review.
- D. Terminate the employee and reverse terminate the employee once the review is over.
- E. Change the assignment category to Suspended.

Correct Answer: A

The Payroll Status must be set as Process for Payroll to Process. Setting the Human Resource Status as Suspended gives the visual indication of the employee's assignment status

QUESTION 12

To define a checklist for a new hire, identify the Table Name that needs to be Included in the live event reason associated with the checklist.



- A. PER_ALL_PEOPLE_F
- B. PER_ALL_ASSIGNMENTS_F
- C. PER_PERSON_TYPE_USAGES_F
- D. PER_PERIODS_OF_SERVICE
- E. PER PAY PROPOSALS

Correct Answer: C

The PER_PERSON_TYPE_USAGES_F Table should be used, which keeps track on an employee's person type, associated to the latter at creation of employee record

Note: There are two tables (per_all_people_f, per_person_type_usages_f) where you can find the person_types for an employee. Developers usually gets misguided to which person_type_id we need to consider. The answer is we should always need to use the table per_person_type_usages_f to retrieve the correct person_id. Though the person_type_id in the two tables appear to be same but they are different and that can perty much mislead us.

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