Oracle

Exam 1z0-548

Oracle E-Business Suite R12 Human Capital Management Essentials

Version: 8.1

[Total Questions: 70]

Question No : 1

Payroll has completed, but the payroll process is in incomplete status. The pre-payment process is run. ?

A. The pre-payment process will not process any employee.
B. Prepayments are processed only for those employees whose payroll process status Is Incomplete.
C. Pre-payments are processed only for those employees whose payroll process status Is Complete.
D. Prepayments are processed for all the employees for whom payroll was run.
E. Pre-payments will be processed for all the employees with default payment method.

Answer: C

Reference: Oracle Human Resources Management Systems Payroll Processing Management Guide, Payroll Processing and Analysis

Question No : 2

HR department of the XYZ company has two types of users: HR Administrator and Head of Department (HoD), using the HR Executive and HR Manager responsibilities, respectively. The HoD wants to ensure that the HR Administrator has read-only access to the Grade Description form (Navigation: Work Structures > Grade > Description). Assuming that the Grade Description form and Taskflow associated with both the responsibilities are different, how can this be done?

A. Add the parameter QUERY_ONLY=YES to the Grade Description form associated with the HR Executive responsibility.
B. Create a new form using Custom form (Navigation: Security > Customform) under the HR Executive responsibility with the specific restrictions.
C. Use HR Security profile to make the Grade Description form as read-only.
D. HR Forms cannot be made read-only.
E. Exclude the Grade Description function in the HR Executive responsibility.

Answer: B

Question No : 3

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.

Answer: B

Explanation: Explanation
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.

Reference: Oracle Human Resources Management Systems Workforce Sourcing, Deployment, and Talent Management Guide, Recruitment and Hiring

Question No : 4

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.

Answer: B,E

Question No : 5

Identify the two tasks that can be performed in Compensation Workbench (CWB)

A. Set **Budgets**
B. Review and Submit
C. Change Supervisor
D. Change Cost Center
E. Change Job

Answer: A,B

Explanation: Typically, there are five tasks performed in CWB :

* Set Budgets

* Review and Submit

* Allocate Compensation

* Manage Approvals

* Employee Statements

Reference: Compensation Work Bench, An Overview

Question No : 6

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.

Answer: B
Explanation:

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

Question No : 7

In the Approval Management Engine (AME), how are the approvers notified in the Consensus Voting Regime?

A. Members are notified in parallel.
B. Members are notified one after the other, in an order consistent with the member's order numbers.
C. The first member to respond to the notification requesting approval becomes the group's approval decision.
D. No approval is required; only FYI notification is sent.
E. Members are notified in Serial.

Answer: A

Explanation: The decision to parallelize the transaction's approver groups and chains of authority amount to choosing consensus voting regimes for the approver groups.

Reference: Oracle Approvals Management Implementation Guide, Implementing Oracle Approvals Management

Question No : 8

In Core HR, an applicant was created on 1-JUL-2009 with applicant status Accepted. On 20-JUL-2009 the same applicant was hired in the system with the hire date set as 20-Jul-2009. No other transactions were done for this person. The hire date now needs to be changed to 10-Jul-2009. How can this be done?

A. Date Track to 20-Jul-2009 and update the latest start date field with the new hire date.
B. Date Track to 10-3UL-2009 and update the latest start date field with the new hire date.
C. Date track to Ol-Jul-2009 and update the latest start date field with the new hire date.

D. Date track to 10-JUL-2009. Click Cancel application and re-hire the employee on 10-Jul-2009.

E. Date track to 10-JUL-2009. Click Delete and select the DELETE-NEXT-CHANGE date track option. Save the changes and re-hire the employee on 10-Jul-2009.

Answer: E

Question No : 9

Identify which four are available as a dynamic database item in a fast formula of the type "Oracle Payroll.

A. Table Values
B. Elements
C. Balances
D. Absence Types
E. Grade Rates and Pay Scale Rates

Answer: B,C,D,E

Explanation:

Dynamic database items are generated from your definitions of:

– elements

– balances

– absence types

– grade rates and pay scale rates

– flexfield segments

Reference: Oracle Human Resource Management Systems, Database Items

Question No : 10

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.

Answer: A

Explanation: 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 flexfled 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).

Reference: Special Information Types -SIT in HRMS

Question No : 11

You have a requirement to cost all the employee's earning elements to the employee's cost center except for the corporate bonus. Identify the two ways through which you can cost the corporate bonus to a separate cost center.

A. Change the employee's organization cost center to the corporate cost center (Navigation: Work Structures > Organization > Description).
B. Allocate 100% to the corporate cost center under Assignment costing (Navigation: People > Enter and Maintain > Assignment > Others > Costing).
C. Allocate 50% to the corporate cost center under Assignment costing (Navigation: People > Enter and Maintain > Assignment > Others > Costing).
D. Set the element link to Fixed Costed. Specify the entire costing code combination at the element link level, (Navigation: Total Compensation > Basic > Link).
E. Override the cost center of the employee at the element entry level.

Answer: D,E

Explanation:

Costing needs to be done for an individual element entry and can therefore be done at the

Element Entry Level (E). Alternative, the fixed costed method can be used in the element link whereby which costing information will not be determined from Assignment and Organization Levels (D).

Question No : 12

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.

Answer: A

Explanation:
(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

Reference: Oracle Human Resource Management Systems, Entering Batch Lines

Question No : 13

In your client company, proration has been enabled on the element. The payroll user has updated the Grade of the employee in the middle of the payroll period. This has triggered the proration Event. What happens once the proration event is triggered?

A. It creates two Input Values: one for the payroll period up to the day before the event, and one from the date of the event to the end of the period.
B. It creates two Global Values: one for the payroll period up to the day before the event, and one from the date of the event to the end of the period.
C. It creates two Run Results: one from the payroll period start date up to the day before the event, and one from the date of the event to the end of the period.
D. It runs the payroll run twice: once before the event and once after the event.
E. The employee is added to an Assignment Set for that payroll period.

Answer: C

Explanation:

Proration is expected to have two different results using the date as the demarcation

Note:
BRM does the following to calculate the prorated fee for each product that is valid during the cycle:
1. Calculates the unit intervals. See "Calculating the Unit Interval".
2.Calculates the scales for the part of the period to be prorated that falls into each unit interval.
3.Sums up the scales for all the unit intervals to get the scale for the entire period to be prorated.
4.Calculates the prorated amount by multiplying the scale for the entire period by the cycle fee amount.

Reference: Oracle, Communications Billing and Revenue Management Configuring and Running Billing, Calculating Prorated Cycle Fees

Question No : 14

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.

Answer: A

Explanation:

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 No : 15

In your client's company, the Telephone Allowance is paid as per the grade of an employee. This information is stored in a User Defined Table. The Row is set as the Grade name and the Column Value is set as the applicable amount of the Telephone Allowance. Your client wants to validate that the value entered in the column Value is between 0 to 300 USD.

How would you configure this validation?

A. In the Table Structure window, set the Match Type of the table as Range. Choose the Rows button to go to the Rows window and specify the lower and upper boundary values as 0 and 300 respectively.

B. In the Table Structure window, set the Match Type of the table as Match. Choose the Rows button to go to the Rows window and specify the lower and upper boundary values

as 0 and 300 respectively.

C. Create a Formula Validation to return an error if the Entry Value is greater than 300. In the Table Structure window choose the Columns button to go to the Columns window. Associate the Validation Formula with the appropriate Column Name.

D. In the Table Structure window, select the Range Validation check box. Choose the Rows button to go to the Rows window and specify the lower and upper boundary values as 0 and 300 respectively.

E. Create an Independent Value set to have values from 0 to 300. In the Table Structure window choose the Columns button to go to the columns window. Associate the Value Set with the appropriate Column Name.

Answer: A

Explanation: You set up user tables in the Table Structure window.

To set up the structure of a table:

1.Set your effective date to the date from which you want the table's row labels to take effect.

2.Enter the table name.

3.For the table's match type, select Match or Range. Select Match if each row is for one item, such as one job or one code. Select Range if each row is for a range of numeric values, such as an age range or a pay range. (A)

4.If the match type is Match, select Date, Number or Text as the Key Units of Measure, depending on whether entries in the rows are dates (DD-MON-YYYY), numbers, or alphanumeric text.

If the table's match type is Range, the Key Units of Measure automatically becomes Number.

5.Enter the row label as the Row Title.

For example, if the table rows refer to rate codes, an appropriate row title would be Rate Code. If the rows refer to age ranges, you might use the title Age Range.

6.Save your work, and choose the Columns button to go to the Columns window.

Reference: Oracle Human Resource Management Systems, Setting Up User Tables

Question No : 16

What are the two access levels for a lookup type that allow users to add any number of values?

A. User
B. Extensible
C. Independent
D. Table dependent

Answer: A,B

Explanation:

A lookup category is identified by its lookup type.

The Access Levels are as follows:

* User

* Extensible

* System

If the lookup type Access Level is User, then users can add, modify, or delete lookup names. An Access Level of Extensible indicates that lookup names can be added to that lookup type, but not deleted or modified. An Access Level of System indicates that lookup names cannot be added, deleted or modified.

Lookup Name/Code	Key	Values
Performance Unit OZF_PERFORMANCE_UOM	Extensible	Amount Number

Reference: Oracle Grants Accounting User Guide, Award Purpose Codes Setup

Question No : 17

Identify two functions for an Element Set that is of type Customization Set.

A. To restrict the elements that can be entered or viewed on a configured version of the Element Entries window
B. To specify the elements for which the RetroPay By Element process must be run
C. To specify the elements for which the Payroll Run process must be run
D. To specify the elements to be entered for assignments using Batch Element Entry in Batch Assignment window
E. To define the Elements over which the costs of other elements are distributed in the Element Link window

Answer: A,D

Explanation:

Customization Sets are used to restrict the elements that can be entered or viewed on a customized version of the Element Entries window and can be used in BEE as well

Note: You can use a Customization set to:

* Restrict the elements that can be entered or viewed on a configured version of the Element Entries window. (A)

* Specify the elements to be entered for assignments using BEE in the Batch Assignment Entry window. (D)

* Prevent users updating entry values in the Element Entries window for a group of elements. You select the element set in the HR:Non-Updateable Element Set user profile option.

* Restrict the elements displayed in the Compensation Activity view in SSHR. You select this element set in the Element Set Name user profile option.

Reference: Oracle Human Resources Management Systems Compensation and Benefits Management Guide, Defining an Element or Distribution Set

Question No : 18

In your clients system, you notice that the standard hours being defaulted while creating the assignment are not as per the value specified at the Business Group level. Apart from the Business Group, from which two sources are these values defaulted?

A. Operating Unit level
B. HR Organization level
C. Job level
D. Position level
E. Grade level

Answer: B,D

Explanation:

To define work day defaults:

1.In the Organization window, query the Business Group or HR Organization if it does not already appear there. In the Organization Classifications region, select Business Group or HR Organization, choose the Others button, and select Work Day
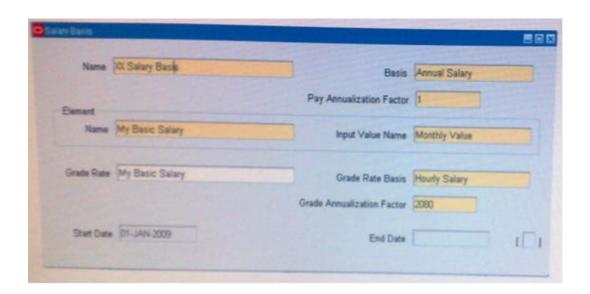
Information.

2.Click in the field of the Additional Organization Information window to open the Work Day Information window.

3.Enter the normal start and end times in 24 hour format. For example, for 5.30 p.m., enter 17:30.

4.Enter a number in the Working Hours field, and select the corresponding period of time in the Frequency field. For example, enter 40 and select Week.

You can add to the list of available frequencies by making entries for the Lookup Type FREQUENCY, using the Application Utilities Lookups window

Question No : 19

In Company XYZ, the salary basis has been created with the basis as Annual Salary and Pay Annualization factor as 1. The grade rate attached to the salary basis has Grade Rate Basis as Hourly Salary with Grade Annualization Factor as 2080 (i.e. 40 hours x 52 weeks). An employee of the company is on a monthly payroll. If the salary entered for this employee is 288,000 USD, what will be stored in the element entry input value associated with the salary basis?

A. 288,000
B. 24,000 (i.e. 288,000/12 months)
C. 138.46 (i.e. 288,000/2080 hours)
D. 5538.46 (i.e. 288,000/52 weeks)
E. No value will be stored in the element entry input value associated with the salary basis.