



# 1Z0-548<sup>Q&As</sup>

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

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### QUESTION 1

A user has defined a job that is not visible in the list of values on the Job field of the assignment form. Identify the reason for this.

- A. The job is not valid for the grade attached to the employee.
- B. The job has been created under a job group for the business group.
- C. The job has been identified as the Benchmark Job.
- D. While defining the job, the user has not entered the evaluation information and overall evaluation score for the Job.
- E. The job is not valid for the Organization attached to the employee.

Correct Answer: E

Reference:

[https://docs.oracle.com/cloud/18a/taleo/OTRCG/\\_fieldandselection\\_admin\\_fm.html#OTRCGid20110225150154813](https://docs.oracle.com/cloud/18a/taleo/OTRCG/_fieldandselection_admin_fm.html#OTRCGid20110225150154813)

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### QUESTION 2

You are the Director of XYZ Company. Identify three standard functionalities available to you through Compensation Workbench Budgeting.

- A. You may choose not to pass down budgets to the managers below you. Instead you can hold the entire amount.
- B. You may choose to pass down the budgets only to those managers reporting directly to you.
- C. You cannot do budgeting using Compensation Workbench.
- D. You may choose to pass down budgets to all the managers below you.

Correct Answer: ABD

Budgeting in Compensation Workbench

Compensation Workbench provides two general styles of budgeting:

\*

Automatic Budgeting: use this type of budget if you predetermine budgets prior to giving managers access. For example, you enter a budget of 7.5% for all managers in the west, and 10% for all managers in the east. Auto-issuing budgets gives the compensation professional control over the amount a manager can allocate to reporting employees and creates a uniform compensation distribution across the enterprise. You can set up variable rate profiles to vary the flat percentage or amount based on a variety of eligibility criteria such as location.

\*

Roll-Down Budgeting: use this type of budget if you predetermine the initial budget only, and line managers complete the budgeting task. As a compensation administrator, you publish the initial budget with the highest-level manager, or with multiple lower managers. Managers roll the budgets down the hierarchy by distributing the budget. Managers decide the level to which they want the budget to trickle down by selecting the budgeting method on the Budget Task.



### QUESTION 3

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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### QUESTION 4

To generate online Payslips, when do you run the archive process to gather the latest payroll information?

- A. after the Retro pay Process is complete
- B. after the Payroll is complete
- C. after the Pre-Payments is complete
- D. after the Payments process is complete
- E. after the Retro Costing is complete

Correct Answer: D

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### QUESTION 5

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.

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