1Z0-548^{Q&As}

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

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QUESTION 1

An employee is in the China Business Group but the permanent address is in the United States. Can the residential address be stored in the US address style?

A. The address style cannot be changed since it is based on the employee\'s assignment location.

B. The address style cannot be changed since it is based on the location attached to be business group.

C. The address style can be set to the US address style.

D. The address style cannot be changed since it depends on the legislation attached to the business group.

E. The address style cannot be changed since it depends on the location attached to the position associated with the employee.

Correct Answer: C

When entering an employee address, the address style needs to be chosen. In this respect, the US Address style can be selected to enter the address in US style.

QUESTION 2

In a major reorganization, all the employees of Company XYZ are relocated from location A to location B. The Company XYZ has approximately 1000 employees. Identify the approach to implement this change.

A. Change the location associated with the Grade.

B. Change the location associated with the Organization of the employees.

C. Change the location associated with the Position of the employees.

D. Use the mass assignment update feature to update the assignment data of all the employees.

E. Change the location associated with the Job.

Correct Answer: D

QUESTION 3

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 4

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 5

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

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