



1Z0-548^{Q&As}

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

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QUESTION 1

Identify the screen that is NOT date-tracked in Oracle HRMS.

- A. Contact
- B. Contract
- C. Extra Person Information
- D. Position Definition
- E. User Defined Table Structure Values

Correct Answer: C

QUESTION 2

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

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

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.

Correct Answer: B

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.

QUESTION 5

In a company XYZ, the HR User wants to store the Long Service Bonus amount based on the number of years of service. For 0 to 5 years of service, the value is 40,000 USD; for 6 to 7 years, the value is 45,000 USD; for 8 to 10 years, the value is 47,000 USD and for service above 10 years it is 55,000 USD. How can this be maintained in a User Defined Table?

- A. Create a User Defined Table with the Match Type set as Match and Key Unit of Measure as Number. In the Table Values, specify the Upper and Lower Bound of years of service and applicable allowance value.
- B. Create a User Defined Table with the Match Type set as Match and Key Unit of Measure as Text. In the Table Values, specify the Upper and Lower Bound of years of service and applicable allowance value.
- C. Create a User Defined Table with the Match Type set as Range and Key Unit of Measure as Number. In the Table



Values, specify the Upper and Lower Bound of years of service and applicable allowance value.

D. Create a User Defined Table with the Match Type set as Range and Key Unit of Measure as Text. In the Table Values, specify the range of years of service and applicable allowance value.

E. Create a User Defined Table with the Match Type set as Range and Key Unit of Measure as Date. In the Table Values, specify the Upper and Lower Bound of years of service and applicable allowance value.

Correct Answer: D

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