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

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**QUESTION 1**

A new Accrual Plan is created, but it is not visible in the Show Accrual Balances region In the Self Service HR Leave of Absence page. What is the reason?

- A. Element link has not been created as a Standard link for the Accrual Plan.
- B. The employee's Accrual Balance is zero.
- C. The Generate Accrual Balances concurrent program has not been run.
- D. The Accrual Plan element was not included in the element set of type Run Set.
- E. The Accrual Formula is not specified while creating the new Accrual Plan.

Correct Answer: D

See step 2 below.

Using SSHR, employees can view their accrual balances and managers can view the accrual balances of employees in their business group and also employees belonging to other business groups. The Show Accrual Balances region in the

Self-Service HR Leave of Absence page displays the accrual balances for a person as of the effective date.

Follow the steps below to enable SSHR to display the appropriate accrual balances in the Leave of Absence page.

1.

Set up the accrual plans that suit the requirements of your organization.

Determine the accrual balances and their corresponding accrual plans that you would like to display in the Leave of Absences page.

2.

Define an element set of type run set and include elements that correspond to these accrual plans.

See: Defining an Element or Distribution Set, Oracle HRMS Compensation and Benefits Management Guide.

3.

You can now view the appropriate employee accrual balances using the SSHR Leave of Absence page.

QUESTION 2

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 3

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.

Correct Answer: A

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.

QUESTION 4

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

Correct Answer: AB

Typically, there are five tasks performed in CWB :

*

Set Budgets

*

Review and Submit

*

Allocate Compensation

*

Manage Approvals

*

Employee Statements

QUESTION 5

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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