



1Z0-548^{Q&As}

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

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QUESTION 1

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 2

Identify the three forms on which Special Information Type can be enabled.

- A. People form
- B. Assignment form
- C. Jobs form
- D. Grades form
- E. Address form
- F. Positions form

Correct Answer: ACF

When you enable special information types for your Business Group, you select how you plan to use each type. In



Oracle Human Resources, you can use them for:

*

Personal information (A)

*

Job requirements (C)

*

Position requirements (F)

QUESTION 3

You are creating a new non-recurring element. Assume proration is available in the legislation where the element has been created. Identify the two ways in which proration of an element can be achieved.

- A. Write a separate proration formula and attach the proration formula to the element definition.
- B. Embed the proration calculation within the payroll formula and attach the proration group to the element definition.
- C. Attach retro event group to the element definition.
- D. Only recurring elements can be prorated, hence create recurring element for proration.
- E. Create input values as effective start date and effective end date to enable proration for that element.

Correct Answer: BE

QUESTION 4

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

Correct Answer: AD

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.

QUESTION 5

Company XYZ has two business groups. An HR super user would like to create the jobs in one business group and be able to view them in the Job Definition form (Navigation: Work Structures > Job > Description) in the other business group. The user should also be able to assign the job to an employee in the other business group. How can this be done assuming the HR: Cross Business Group profile option is set to Yes?

A. This functionality is not yet provided. Employees can be assigned only to the jobs created under the current business group.

B. Job can be created under the Global Job Group so that the jobs created under the Global Job Groups are available across all business groups.

C. Create a Job Group as a Master Job Group so that the jobs created under the Global Job Groups are available across all business groups.

D. When creating the job, click the '\\Benchmark Job\\' to make the job available across business groups.

E. A Global Security Profile must be attached to the responsibility to be able to view jobs created in other business groups.

Correct Answer: C

In order to map jobs from one job group to another, a master job group must be defined. Master job groups are intermediate groupings only and cannot be used for other functional purposes. In Single Business Group Access mode, you can have one master job group for each business group and you can map jobs only within the same business group. In Cross Business Group Access mode, there is only one master job group, and you can map jobs across business groups

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