1Z0-548^{Q&As}

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

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QUESTION 1

You have the requirement to create Employee records using Entering Employees (Navigation: People: Maintain Using Templates > Entering Employees) form.

How can you make the Grade and Phone Number fields mandatory?

A. Set the Grade and Phone fields as mandatory while creating the vacancy associated with the new employee.

B. Set the Grade and Phone fields as mandatory while creating the requisition associated with the new employee.

C. Create a new template based on the existing seeded template. Set the Grade and Phone fields as mandatory in the new template. Associate the new template with the form used for creating employees.

D. Make the Additional Phone Detail Information and Additional Grade Details Descriptive Flexfield segments mandatory.

E. In the Human Resource Responsibility, navigate to the Security > CustomForm and create a new form with the specific restrictions.

Correct Answer: E

QUESTION 2

For a company XYZ, Batch element entry has been transferred for 10000 employees. It is later found that the list of employees for whom the element entry was done is incorrect and a corrected list is provided. Identify the best way to remove the element entry against these 10000 employees.

A. Purge the batch.

B. Roll back the batch.

C. Run the Rollback Run process to reverse the effect of the element entry.

D. Run RetroPay to reverse the effect of the element entry.

E. Run the transfer process again for the batch that was transferred previously.

Correct Answer: B

The BEE (Rollback) Process is used to specify the Batch and Remove the Element Entries

Note: You can use BEE (Batch Element Entry) to enter or update a batch of element entries for many employees, using defaults for fast entry. For example, to ensure that the data entry process is fast and that the data entered is accurate, you can use BEE to enter timecard data needed for regular pay processing,

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.

QUESTION 4

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

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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