



1Z0-548^{Q&As}

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

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QUESTION 1

Assuming the Payment process is run and Bank has cleared the payment, which process enables the user to correct the payroll run results after post processing is complete?

- A. Pre payments
- B. Roll Back
- C. Retry Payroll Run
- D. Reversal
- E. RetroPay

Correct Answer: E

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



In the Approval Management Engine (AME), Parallel Approvals can work only when_____.

- A. A single approval group is involved.
- B. Multiple approval groups are involved.
- C. No approval groups are involved.
- D. Approvals are static.
- E. There is an approval group with Serial also defined.

Correct Answer: B

QUESTION 4

A user defining the career path in the system, identify the reason that the user cannot see the job name in the job progression from field.

The screenshot shows a 'Map Career Path' window. The 'Job' section has the following fields:
Name: Specialist Staff
Career Path Name: XX AK Career Path
Job Progression To: Manager
Job Progression From: Staff (highlighted with a red box)

- A. The job has already been used in the current career Path the user is defining.
- B. The job has already been used in another career path defined in the system.
- C. The job is present under a different job Group in the same business Group.
- D. The job is not defined as a Benchmark Job.
- E. The job is not attached to a Benchmark Job

Correct Answer: A

QUESTION 5

In your client company, one of the users has created a global rating scale but is unable to find it in the List of Values



while defining a local competency. Identify the two reasons.

- A. The user is trying to create a local competency hence the global scale is not available.
- B. The user has created a rating scale of the type Proficiency.
- C. The user has created a rating scale of the type Weighting.
- D. The user has created a rating scale of the type Performance.
- E. The user has not marked the rating scale as a default rating scale.
- F. The user has not specified the cluster name to which the competency belongs.

Correct Answer: CD

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