1Z0-548 Q&As

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

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QUESTION 1

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 2

A user has defined a job that is not visible in the list of values on the Job field of the assignment form. Identify the reason for this.

A. The job is not valid for the grade attached to the employee.

B. The job has been created under a job group for the business group.

C. The job has been identified as the Benchmark Job.

D. While defining the job, the user has not entered the evaluation information and overall evaluation score for the Job.

E. The job is not valid for the Organization attached to the employee.

Correct Answer: E

Reference:
https://docs.oracle.com/cloud/18a/taleo/OTRCG/_fieldandselection_admin_fmx.htm#OTRCGid20110225150154813

QUESTION 3

Identify which four are available as a dynamic database item in a fast formula of the type "Oracle Payroll.

A. Table Values

B. Elements

C. Balances

D. Absence Types

E. Grade Rates and Pay Scale Rates

Correct Answer: BCDE

Dynamic database items are generated from your definitions of:

1.

elements

2.

balances

3.

absence types

4.

grade rates and pay scale rates

5.

flexfield segments

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 the Approval Management Engine (AME), how do you control the time out functionality?

A. Using AME ?Approval Groups

B. Using Workflow ?Node Attributes

C. There is no standard way t5o control the time out functionality.

D. Using AME ?Configuration Variables

E. Using Workflow Events

Correct Answer: E

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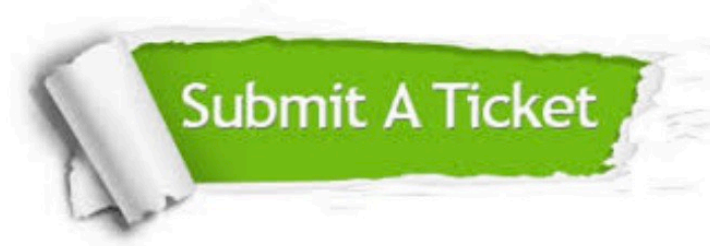Multi-Platform capabilities - Windows, Mac, Android, iPhone, iPod, iPad, Kindle

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