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

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**QUESTION 1**

The Recruitment letter type is linked with a SQL* Plus script and applicant status as 1st interview. The applicant status is changed from Active Application to 1st interview. Identify the valid outcome.

- A. It creates a letter request automatically, with the status of Pending.
- B. It creates a letter request automatically, with the status of Completed.
- C. The SQL* Plus script concurrent program associated with the recruitment letter type is fired automatically.
- D. It creates a letter request automatically, with the status as completed only if the number of applicants with a status of 1st interview is more than 10.
- E. The SQL* Plus script concurrent program associated with the recruitment letter type is scheduled to be run at the end of the day.

Correct Answer: A

You need to link your SQL*Plus script with a letter and one or more statuses. In Oracle Human Resources, you can link one or more applicant assignment statuses with each recruitment letter. A request for the letter is then created

automatically when an applicant is given an associated assignment status.

When an applicant is given one of these statuses, a pending request for this letter type is created automatically. If a pending letter request already exists, the applicant is added to the list of people to receive the letter when you submit the

request.

QUESTION 2

You have a requirement to cost all the employee's earning elements to the employee's cost center except for the corporate bonus. Identify the two ways through which you can cost the corporate bonus to a separate cost center.

- A. Change the employee's organization cost center to the corporate cost center (Navigation: Work Structures > Organization > Description).
- B. Allocate 100% to the corporate cost center under Assignment costing (Navigation: People > Enter and Maintain > Assignment > Others > Costing).
- C. Allocate 50% to the corporate cost center under Assignment costing (Navigation: People > Enter and Maintain > Assignment > Others > Costing).
- D. Set the element link to Fixed Costed. Specify the entire costing code combination at the element link level, (Navigation: Total Compensation > Basic > Link).
- E. Override the cost center of the employee at the element entry level.

Correct Answer: DE

Costing needs to be done for an individual element entry and can therefore be done at the Element Entry Level (E). Alternative, the fixed costed method can be used in the element link whereby which costing information will not be



determined from Assignment and Organization Levels (D).

QUESTION 3

The element is created as a standard link. It should no longer be attached automatically based on the eligibility criteria.

What will be the impact if the element link is end dated?

- A. Standard link cannot be end dated.
- B. The element entry for each of the employees will be end dated as per the end date on the element link form.
- C. The Balance attached to the element will become invalid.
- D. The existing element entries will not be impacted. No new entry will be created automatically.
- E. The element entry will be purged from all the employees.

Correct Answer: E

QUESTION 4

In SSHR, how can you configure the Transfer page to display only a few segments of the Additional Assignment Details DFF?

- A. Through personalization, change the value in the Render column to True.
- B. Through personalization, enter the segments in the Flex Segment List using the following format: context1 | segment 1| segment2|| context2| segment1.
- C. Mark the segments mandatory while defining the DFF segments to make them visible on the SSHR Page.
- D. Through personalization, enter the segments in the Flex Segment List using the following format: context1, context2.
- E. Mark displayed false for all the segments while defining DFF and enables only those required on the Transfers page using personalization.

Correct Answer: B

Specification of Context and Segment Names in the Segment List field through SSHR Personalization achieves the display of selected DFF Segments

Note:

To display all flexfield segments, leave the Flex Segment List field blank. To display only selected segments, enter the segments in the Flex Segment List using the following format:

context1|segment1|segment||context2|segment 1

For example,

Global Data Element|New Employer|Address||US|Zip Code



QUESTION 5

As per the organization structure of Company ABC, an employee might be a manager of more than one organization, but there cannot be more than one manager for an organization. Also the manager's assignment might not be associated with the organization of which they are the manager. Identify two ways it can be done.

- A. Use the organization manager relationship window to define the manager for an organization.
- B. Set the manager flag on the assignment for the organization manager.
- C. Set the reporting name in the Reporting Information field on the organization information window.
- D. It can be done using Organization Hierarchy.
- E. These rules cannot be enforced without customization.

Correct Answer: AC

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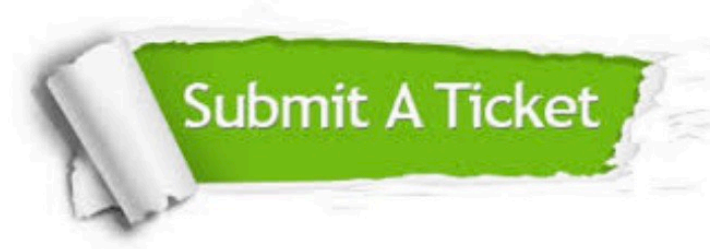
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