



1Z0-548^{Q&As}

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

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QUESTION 1

Identify the two key Flexfields to which any number of structures can be associated within a single Business Group.

- A. Competence
- B. People Group
- C. Personal Analysis
- D. Cost Allocation
- E. Collective Agreement Grades

Correct Answer: CE

QUESTION 2

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 3**

How can a competency be defined as global and made available across different business groups?

- A. Set the HR: Cross Business Group profile option to Yes.
- B. Select a competence key flexfield structure at site level for the profile option HR: Global Competence Flex Structure.
- C. For each business group, select the global Competence key flexfield structure while defining the Business Group Information in the additional organization information window.
- D. The global competency structure needs to be added to the lookup COMPETENCE_TYPE.
- E. Set the global security profile to use Organization Based Hierarchy.

Correct Answer: A

QUESTION 4

In Compensation Workbench (CWB), which functionality is available under the "Switch Manager" function?

- A. Change an employee's Manager
- B. Request change of Compensation Manager
- C. Alter the Approval Hierarchy
- D. Act on behalf of another Manager

Correct Answer: D

Managers can enter allocations and assignment changes for any employee who reports directly or indirectly to them, according to the selected hierarchy. If you make the Switch Manager feature available to them, they can view and edit the budgetsheets and worksheets of any manager within their security view (defined by the security profile attached to their responsibility). Switch Manager enables you to act as another manager or as a super-user and do everything that the manager can do except view their notifications. You can search for and select another manager to switch to even if you don't know the exact name, employee number or email address of the manager you want to switch to.

QUESTION 5

In your client's company, the Telephone Allowance is paid as per the grade of an employee. This information is stored in a User Defined Table. The Row is set as the Grade name and the Column Value is set as the applicable amount of the Telephone Allowance. Your client wants to validate that the value entered in the column Value is between 0 to 300 USD.

How would you configure this validation?

- A. In the Table Structure window, set the Match Type of the table as Range. Choose the Rows button to go to the Rows window and specify the lower and upper boundary values as 0 and 300 respectively.
- B. In the Table Structure window, set the Match Type of the table as Match. Choose the Rows button to go to the Rows



window and specify the lower and upper boundary values as 0 and 300 respectively.

C. Create a Formula Validation to return an error if the Entry Value is greater than 300. In the Table Structure window choose the Columns button to go to the Columns window. Associate the Validation Formula with the appropriate Column Name.

D. In the Table Structure window, select the Range Validation check box. Choose the Rows button to go to the Rows window and specify the lower and upper boundary values as 0 and 300 respectively.

E. Create an Independent Value set to have values from 0 to 300. In the Table Structure window choose the Columns button to go to the columns window. Associate the Value Set with the appropriate Column Name.

Correct Answer: A

You set up user tables in the Table Structure window.

To set up the structure of a table:

1. Set your effective date to the date from which you want the table's row labels to take effect.

2. Enter the table name.

3. For the table's match type, select Match or Range. Select Match if each row is for one item, such as one job or one code. Select Range if each row is for a range of numeric values, such as an age range or a pay range. (A) 4. If the match

type is Match, select Date, Number or Text as the Key Units of Measure, depending on whether entries in the rows are dates (DD-MON-YYYY), numbers, or alphanumeric text.

If the table's match type is Range, the Key Units of Measure automatically becomes Number.

5. Enter the row label as the Row Title.

For example, if the table rows refer to rate codes, an appropriate row title would be Rate Code. If the rows refer to age ranges, you might use the title Age Range.

6. Save your work, and choose the Columns button to go to the Columns window.

QUESTION 6

Identify the four forms that are available for person type applicant?

A. Address

B. Competence Profile

C. Work Preferences

D. Assignment

E. Contact

Correct Answer: ABCE

B: You can update a worker's competency profile at any time using the Competence Profile window in the forms-based



interface.

C: You can enter work preferences (such as preferred work locations and work hours) for an individual in the Oracle HRMS Work Preferences window.

Note: The Oracle HRMS competency functions enable you to:

Identify and measure consistently the knowledge, skills, and behavior displayed by your work-ers across the enterprise.

Speed the deployment process within your enterprise and reduce recruitment costs. You can identify and select workers and applicants on a common basis and match them with opportunities that arise across the whole enterprise. This

ensures that an able candidate is not rejected because of a mismatch for one vacancy when other suitable vacancies exist.

Ensure your enterprise meets its business goals. You do this by linking the competencies held by your workers into the competencies required to meet the business goals of your enterprise.

QUESTION 7

The XYZ Organization has two leave types: Special Leave and Vacation Leave. Whenever leave is applied for, regardless of the leave type used, the accrual must be reduced from the same accrual plan, i.e. the Annual Leave Accrual Plan. Identify the two ways in which this can be achieved.

- A. Create two accrual plans with the same name and associate the two leave types with the accrual plans.
- B. Create two leave types and associate the same element to both the leave types. Attach this element to the accrual plan with the net effect on accrual as subtract.
- C. Add both the leave types in the net calculation rules of the accrual plan with the net effect on accrual as subtract.
- D. Both the leave types need to be created with absence reason: Annual Leave Accrual Plan.
- E. Enable the Additional Absence Details DFF in the Absence Entry Form and store the accrual plan name in the DFF segment.

Correct Answer: BC

QUESTION 8

A new Accrual Plan is created, but it is not visible in the Show Accrual Balances region In the Self Service HR Leave of Absence page. What is the reason?

- A. Element link has not been created as a Standard link for the Accrual Plan.
- B. The employee's Accrual Balance is zero.
- C. The Generate Accrual Balances concurrent program has not been run.
- D. The Accrual Plan element was not included in the element set of type Run Set.
- E. The Accrual Formula is not specified while creating the new Accrual Plan.



Correct Answer: D

See step 2 below.

Using SSHR, employees can view their accrual balances and managers can view the accrual balances of employees in their business group and also employees belonging to other business groups. The Show Accrual Balances region in the

Self-Service HR Leave of Absence page displays the accrual balances for a person as of the effective date.

Follow the steps below to enable SSHR to display the appropriate accrual balances in the Leave of Absence page.

1.

Set up the accrual plans that suit the requirements of your organization.

Determine the accrual balances and their corresponding accrual plans that you would like to display in the Leave of Absences page.

2.

Define an element set of type run set and include elements that correspond to these accrual plans.

See: Defining an Element or Distribution Set, Oracle HRMS Compensation and Benefits Management Guide.

3.

You can now view the appropriate employee accrual balances using the SSHR Leave of Absence page.

QUESTION 9

Which option best explains the Update-Insert option of the Datetrack Mode?

- A. It replaces all information for the record you are updating.
- B. It end-dates the original record and creates a new record to hold the new changes, thus preserving the history of the changes to the record.
- C. It creates a new record in between two existing records, preserving the record's entire history.
- D. It behaves like a Correction, but replaces only an update rather than the entire history of the record.
- E. It end-dates the original record, creates a new record, and replaces all future changes.

Correct Answer: C

DateTrack Insert/Update. This means that the person must have a future dated change to permit changes in this row to be inserted on a future date specified by the user.

Note: DateTrack: When you change your effective date (either to past or future), DateTrack enables you to enter information that takes effect on your new effective date, and to review information as of the new date.

QUESTION 10



Your client has created a competency for driving skills to capture the competency details of all the employees who are defined as drivers in the system. The client also wants to capture details such as Source of Proficiency Rating (e.g. Regional Transport Office), Certification Method (e.g. Driving test), and so on, while recording the competency detail for an employee. How would you capture these details while recording the competency profile of an employee?

- A. The Source of Proficiency Rating and Certification Method fields are available in the Competence Profile form. These details can be captured while creating the competency profile of the employee.
- B. The details can be captured if the competency is defined as a Global Competency.
- C. The details can be captured if the competency is defined as a Local Competency.
- D. The details can be captured if the rating scale associated with the competency is defined of the type Proficiency.
- E. These details can be captured if Unit Standard Qualifications Framework Details are specified while defining the competency.

Correct Answer: E

QUESTION 11

You are trying to update Special Information Type (SIT) (Navigation: People > Enter and Maintain > Query Employee > Special Info). You select the special information structure: Passport details, enter the details and try to save. The error "Please choose an existing combination" is displayed. What is the cause of this error and how would you fix it?

- A. The Allow Dynamic Inserts check box in the Flexfield Definition form was not selected. Select the Structure Code in question, select the Allow Dynamic Inserts check box, and compile the flexfield.
- B. All the mandatory segments of the SIT are not entered, and hence the error message is displayed. If you retry to save after all the segments are entered, this error message will not appear.
- C. The Start/End Date fields are left blank for the SIT structure in the Details section. Hence the error message is displayed. If you try to save after the Start/End Date fields are entered, this error message will not appear.
- D. The value set associated with the SIT Structure has issues. The value set needs to be fixed.
- E. The SIT structure has not been entered in the Special Information Types (SIT) form (Navigation: Others > Special Information Types). Create a row for the new SIT. Select the Enabled check box for others.

Correct Answer: A

Generally this happens when the Allow Dynamic Inserts not checked on flexfield is not checked. See below:



Topic	Error	Reason	Fix	Metalink Note	Patches
Mass Copy	Initial Mass copy in FA completed with warning	Asset Category is not defined for this tax Book	Added the tax book to the Asset Category	-	-
Tax Book	Tax Book entry not transferred to the Secondary Ledger	When defining Tax Book the Secondary ledger should be given in the ledger field	Created a New Tax Book & attached the secondary ledger to the Tax Book	-	-
GL Secondary Ledger & Tax Book	Created a Secondary Ledger with currency (AUD) Different from the Primary Ledger (INR). Now created a Tax book for the secondary ledger with (AUD) but was not able to see that Secondary Ledger in the Tax Book creation but was able to see the Secondary ledger whose Currency was defined as INR or the same as Primary Ledger	Only SL with the Same currency & COA as priamry Ledger will be displayed in Tax Book creation	NA	-	-
Sytem Control	System Control errored when saving with the following Error.	Form has to be Compiled	Regenerate the form FAXSUSTL via ADADMIN	-	-
Asset additions	While Adding an Asset through quick Addition or Mass Addition ERROR Please choose an existing combination FRM-41106 You cannot create records without a parent record APP-FND-01238 Cannot set value for field ADDITION_BOOKS.LAST_UPDATE_DATE APP-FND-01238 Cannot set value for field ADDITION_BOOKS.LAST_UPDATED_BY APP-FND-01238 Cannot set value for field ADDITION_BOOKS.LAST_UPDATE_LOGIN	The issue is caused by the following setup: "Allow Dynamic inserts" was not enabled on the Asset Key flexfield. Even if the Asset Key is not required , adding an asset without populating any Asset Key value will return all these errors but still the asset can be saved via Quickaddition.	To implement the solution, please execute the following steps:: 1. Go into the FA responsibility: 2. Navigate to Setup > Financials > Flexfields > Key > Segments Query the Asset Key Flexfield Check "Allow Dynamic inserts" Recompile the key flexfield. 3. Retest an asset addition via Quickaddition or Addition	Manual Quickaddition Returns 'Please choose an existing combination' Before Saving The Asset [ID 789396.1]	-

QUESTION 12

In Core HR, an applicant was created on 1-JUL-2009 with applicant status Accepted. On 20-JUL-2009 the same applicant was hired in the system with the hire date set as 20-Jul-2009. No other transactions were done for this person. The hire date now needs to be changed to 10-Jul-2009. How can this be done?

- A. Date Track to 20-Jul-2009 and update the latest start date field with the new hire date.
- B. Date Track to 10-3UL-2009 and update the latest start date field with the new hire date.
- C. Date track to 01-Jul-2009 and update the latest start date field with the new hire date.
- D. Date track to 10-JUL-2009. Click Cancel application and re-hire the employee on 10-Jul-2009.
- E. Date track to 10-JUL-2009. Click Delete and select the DELETE-NEXT-CHANGE date track option. Save the changes and re-hire the employee on 10-Jul-2009.

Correct Answer: E

Answer A is wrong as you can't update the record on 20th as on 10th the status is application.



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