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Oracle E-Business Suite R12 Human Capital Management Essentials

Oracle 1z0-548

Version Demo

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QUESTION NO: 1

Identify two functions for an Element Set that is of type Customization Set.

- A. To restrict the elements that can be entered or viewed on a configured version of the Element Entries window
- B. To specify the elements for which the RetroPay By Element process must be run
- C. To specify the elements for which the Payroll Run process must be run
- D. To specify the elements to be entered for assignments using Batch Element Entry in Batch Assignment window
- E. To define the Elements over which the costs of other elements are distributed in the Element Link window

ANSWER: A D**Explanation:**

Customization Sets are used to restrict the elements that can be entered or viewed on a customized version of the Element Entries window and can be used in BEE as well

Note: You can use a Customization set to:

- * Restrict the elements that can be entered or viewed on a configured version of the ElementEntries window. (A)
- * Specify the elements to be entered for assignments using BEE in the Batch Assignment Entrywindow. (D)
- * Prevent users updating entry values in the Element Entries window for a group of elements. Youselect the element set in the HR:Non-Updateable Element Set user profile option.
- * Restrict the elements displayed in the Compensation Activity view in SSHR. You select thiselement set in the Element Set Name user profile option.

References:

QUESTION NO: 2

Identify the screen that is NOT date-tracked in Oracle HRMS.

- A. Contact
- B. Contract
- C. Extra Person Information
- D. Position Definition
- E. User Defined Table Structure Values

ANSWER: C**QUESTION NO: 3**

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.



- 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

ANSWER: A**QUESTION NO: 4**

How do you enroll an employee into an Accrual Plan?

- A. Employee is enrolled to an accrual plan based on the accrual formula attached to the employee.
- B. Accrual plan is associated with the organization in the additional organizational information window. All employees who are attached to this organization are enrolled to the accrual plan.
- C. Employees are enrolled by manager nomination through Manager self service.
- D. Employees are automatically enrolled based on the eligibility formula associated with the accrual plan.

E. An employee is enrolled in an accrual plan by assigning the accrual plan element to the employee.

ANSWER: E

Explanation:

When attaching the Accrual Plan Element(s) to the employee, this enrolls the Employee into the Accrual Plan owning the Accrual Plan Element

Note:

Enroll individual participants in an accrual plan by entering for them the element generated to represent the plan.

To enroll participants in a PTO accrual plan:

Do one of the following:

* For enrollment of an individual employee, perhaps as a part of the hiring process, enter the element representing the plan for him or her using the Element Entries window.

* For enrollment of a batch of employees in a plan, perhaps a newly-developed plan, use the MIXbatch entry facility.

References:

QUESTION NO: 5

You have the requirement to run the retro process (Retro pay by element or Retro pay [Enhanced] before running the monthly March, 2010 Payroll Run (Pay period start date: 01-Mar-2010 and Pay Period End date: 31-Mar-2010). Which two dates can be used as a value for the end date or effective date parameter?

- A. 01-Mar-2010
- B. 01-Feb-2010
- C. 28-Feb-2010
- D. 31-Mar-2010
- E. 15-Feb-2010

ANSWER: A D

QUESTION NO: 6

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.

ANSWER: A

Explanation:

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 primary Ledger will be displayed in Tax Book creation	NA	-	-
System Control	System Control errored when saving with the following Error.	Form has to be Completed	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 NO: 7

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.

ANSWER: C D

QUESTION NO: 8

In Core HR, a vacancy was created with all relevant assignment information. Thirty applications were created and attached to this vacancy. It is now found that the grade attached to the vacancy is incorrect. The HR User has corrected the vacancy with the new grade.

Identify two correct statements. (Choose two.)

- A. The grade attached to the applicant doesn't change.
- B. Any new applicant created would be created with the new grade.
- C. The grade attached to the thirty applicants is updated.
- D. The system will not allow the HR user to update a vacancy to which applicants are already attached.
- E. The HR user has to change the status of all the applicants to Accepted to see the new change.

ANSWER: B D

QUESTION NO: 9

For a new employee, the Assignment and Element related data was updated into the system.

After the payroll and the post payroll processes were run, it was found that the employee's Bank Account Information was not entered into the system. Assuming that no Override Payment Method was specified while running the Prepayment Process, what Payment Method would the system use for the new employee?

- A. The prepayment process would error out for the employee since the employee's Bank Account Information has not been added to the system.
- B. The employee would be paid by the Default Payment Method associated with the payroll of the employee.
- C. The employee would be paid by the Default Payment Method associated with the Consolidation Set.
- D. The employee's Pre-Payment will not be processed.

E. The employee would be paid by the Default Payment Method associated with the Business Group.

ANSWER: B

Explanation:

Payment Methods are defined for each Payroll with a Default specified. This default is used when the Payroll is associated with the employee and no personal payment method information has been entered for the employee

QUESTION NO: 10

While defining the Accrual Plan the user is adding the Net Calculation Rules. Assume applicable

Input value of each of the elements in the options below is added to the Net Calculation Rule (Navigation: Total Compensation > Basic > Accrual Plan). Identify three actions that will impact the Accrual of an employee.

- A. An element entry is made for a primary assignment of an employee. The element is a nonrecurring element.
- B. An element entry is made for a primary assignment of an employee. The element is a recurring element.
- C. Payroll is run for an employee and an indirect run results is generated for a non-recurring element
- D. Absence is applied through the Absence Management function in Employee Self Service but is not in approved status.
- E. Batch element entry using the carried over element of the accrual plan is processed and is in transferred status.

ANSWER: A B E

Explanation:

References: