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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

In the Approval Management Engine (AME), how are the approvers notified in the Consensus Voting Regime?

- A. Members are notified in parallel.
- B. Members are notified one after the other, in an order consistent with the member's order numbers.
- C. The first member to respond to the notification requesting approval becomes the group's approval decision.
- D. No approval is required; only FYI notification is sent.
- E. Members are notified in Serial.

## ANSWER: A

### Explanation:

The decision to parallelize the transaction's approver groups and chains of authority amount to choosing consensus voting regimes for the approver groups.

References:

## QUESTION NO: 2

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: 3

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.

**ANSWER: E**

## QUESTION NO: 4

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.

**ANSWER: D E**

### Explanation:

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 NO: 5

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.

**ANSWER: B**

**Explanation:**

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

References:

**QUESTION NO: 6**

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.

**ANSWER: A C**

**QUESTION NO: 7**

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

- A. Address
- B. Competence Profile
- C. Work Preferences
- D. Assignment
- E. Contact

**ANSWER: A B C E**

**Explanation:**

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 workers 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.

References:

**QUESTION NO: 8**

How can a client set up the security profile for Manager Self Service, so that a manager in the India Business Group is able to see the details of his direct reports in India and in the US Business Group without having to switch responsibility?

- A. Set the global security profile to use Assignment Based Hierarchy. Also the profile HR: Supervisor Hierarchy Usage should be set to "Use Assignment-based Supervisor Hierarchies."
- B. Set the global security profile to use Person Based Hierarchy. Also the profile HR: Supervisor Hierarchy Usage should be set to "Use Person-based Supervisor Hierarchies."
- C. Create two security profiles in the India and US business groups. For each of them use Person Based Hierarchy. Also set the profile HR: Supervisor Hierarchy Usage to "Use Person-based Supervisor Hierarchies."
- D. Create two security profiles in the India and US business groups. For each of them use Assignment Based Hierarchy. Also set the profile HR: Supervisor Hierarchy Usage to "Use Assignment-based Supervisor Hierarchies."
- E. Create two security profiles in the India and US business groups. For each of them use Person Based Hierarchy. Also set the profile HR: Supervisor Hierarchy Usage to "Use Assignment-based Supervisor Hierarchies."

**ANSWER: D**

## QUESTION NO: 9

Which three types of compensations can you distribute using Compensation Workbench (CWB)?

- A. Salary Increases
- B. Bonus
- C. Expense Payments
- D. Timecard entries
- E. Stock Options

**ANSWER: A B E**

### Explanation:

In an enterprise, you need to compensate and award benefits to eligible employees. Your enterprise determines who is eligible for compensation and awards, and who can allocate them. Most compensation cycles include or exclude certain employees, based on enterprise requirements. Compensation could include salary (A), bonus (B), allowances, vehicle mileage payments, and stock options (E). Allocation of compensation may depend on factors such as current salary, grade, position, time since last pay raise, and other factors. You also need to convey this compensation information to your employees easily.

References:

## QUESTION NO: 10

In your client company, proration has been enabled on the element. The payroll user has updated the Grade of the employee in the middle of the payroll period. This has triggered the proration Event. What happens once the proration event is triggered?

- A. It creates two Input Values: one for the payroll period up to the day before the event, and one from the date of the event to the end of the period.
- B. It creates two Global Values: one for the payroll period up to the day before the event, and one from the date of the event to the end of the period.
- C. It creates two Run Results: one from the payroll period start date up to the day before the event, and one from the date of the event to the end of the period.
- D. It runs the payroll run twice: once before the event and once after the event.
- E. The employee is added to an Assignment Set for that payroll period.

**ANSWER: C**

**Explanation:**

Proration is expected to have two different results using the date as the demarcation

Note:

BRM does the following to calculate the prorated fee for each product that is valid during the cycle:

1. Calculates the unit intervals. See "Calculating the Unit Interval".
2. Calculates the scales for the part of the period to be prorated that falls into each unit interval.
3. Sums up the scales for all the unit intervals to get the scale for the entire period to be prorated.
4. Calculates the prorated amount by multiplying the scale for the entire period by the cycle fee amount.

References: