



# 1Z0-548<sup>Q&As</sup>

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

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### QUESTION 1

An employee is in the China Business Group but the permanent address is in the United States. Can the residential address be stored in the US address style?

- A. The address style cannot be changed since it is based on the employee's assignment location.
- B. The address style cannot be changed since it is based on the location attached to the business group.
- C. The address style can be set to the US address style.
- D. The address style cannot be changed since it depends on the legislation attached to the business group.
- E. The address style cannot be changed since it depends on the location attached to the position associated with the employee.

Correct Answer: C

When entering an employee address, the address style needs to be chosen. In this respect, the US Address style can be selected to enter the address in US style.

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### QUESTION 2

A new Key Flexfield structure has been defined for the "Personal Analysis Flexfield.

Which additional step is required to enable the Special Information structure in the Person Special Information Form (Navigation: People > Enter and Maintain > Others > Special information)?

- A. In the Special Information Types (SIT) form, create a row for the new SIT. Select the Enabled check box for other.
- B. For each business group, select the new SIT structure while defining the business group information in the additional organization information window.
- C. Run the Register Extra Information Types (EITs) concurrent program.
- D. Assign the SIT to the responsibility using the Information Type Security form.
- E. No additional steps required. SIT will be visible in the Special Information form in Core HR.

Correct Answer: A

Implementation: of special information type

- A. Configure the key Flexfield
  - B. Add segments to the key flex field
  - C. Assign value sets to segments. Skip this step if you want your key flexfield segment to be free text. Value sets are attached to each such segment that requires validation.
  - D. In HRMS Superuser responsibility, enable the key flexfield context in screen "Define special information type" (A).
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### QUESTION 3

What are the types of program/plan years that the Compensation Workbench supports?

- A. Calendar and Fiscal Year
- B. Calendar Year only
- C. Fiscal Year only
- D. Payroll Calendar
- E. Period Years

Correct Answer: CDE

You define program and plan year periods--as well as fiscal years--using the calendar start and end dates through which programs or plans are in effect. Once you define a year period, you associate it with the appropriate program or plan.

Note: You use the Program/Plan Year window to record the dates through which programs or plans are in effect. The period type must be Fiscal if you are defining a year other than from 01-JAN to 31-DEC. When the year period is from 01JAN to 31-DEC the period type must be Calendar.

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### QUESTION 4

The HR department of the XYZ company has two types of users: HR Administrator and Head of Department (HoD), using the HR Executive and HR Manager responsibilities, respectively. Currently, both the responsibilities can be used to approve the salary proposal. The HoD wants to ensure that the HR Administrator can create salary proposals but not approve it. The Salary proposal should be approved only by the HoD. How can this be achieved?

- A. Remove the access to the Salary Management function from the HR Executive responsibility.
- B. Set the profile option HR: Defer Update after Approval to Yes to ensure that the salary cannot be approved by the HR Executive.
- C. Use AME to configure this rule in the system.
- D. Use SSHR personalization to restrict the salary approval.
- E. Exclude the function: Salary Administration: Approve in the HR Executive responsibility.

Correct Answer: E

Consider the function "Salary Administration Approve". In this scenario, without this function, users can enter salary proposals but they cannot approve them.

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### QUESTION 5

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:

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Personal information (A)

\*

Job requirements (C)

\*

Position requirements (F)

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