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

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QUESTION 1

In Core HR, how can an organization capture all the recruitment activities for the current financial year within a parent recruitment activity?

- A. Create the parent recruitment activity. While creating the child recruitment activities specify the parent recruitment activity in the \\\Within Recruitment Activity1 section.
- B. Attach multiple recruitment activities to the same requisition.
- C. Attach multiple recruitment activities to the same vacancy.
- D. While creating the child/parent recruitment activities check the primary flag for the parent recruitment activity.
- E. A recruitment activity cannot be linked to any other recruitment activity.

Correct Answer: B

Use the Recruitment Activity window to define either single recruitment activities or groups of activities. You can associate a recruitment activity with an organization and with one or more vacancies. You can record and monitor the cost effectiveness of any activity, or group of activities.

QUESTION 2

Your client wants users to be prompted to enter the "Contract Sign-off date" whenever a new contract is entered with a status as Active or when an existing contract's status is changed from any other status (e.g. Inactive, Pending, etc.) to Active. As the field "Contract Sign-off date" is not available as a standard field in the Contracts form, how would you achieve this?

- A. Choose CONTRACT.STATUS in the Reference Field for the Descriptive Flexfield-Additional Contract Details. Create a structure with the same Lookup Code as the active contract status. Make the segment of this structure as mandatory.
- B. Create the segments in the Global Data Element Context structure. Make the segments of this structure as mandatory.
- C. Without adding any value to the reference field, create a new structure with the same Lookup Code as the active contract status. Make the segments of this structure as mandatory.
- D. The Lookup type: CONTRACT_STATUS stores the valid contract statuses. Add the "Contract Sign-off date" as one of the values in the lookup.
- E. This cannot be achieved using the Additional Contract Details DFF.

Correct Answer: A

Since the Field needs to be entered only for the Active Status, this status has to be included as a reference field to be synchronized when defining the DFF

QUESTION 3

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 4

In a major reorganization, all the employees of Company XYZ are relocated from location A to location B. The Company XYZ has approximately 1000 employees. Identify the approach to implement this change.

- A. Change the location associated with the Grade.
- B. Change the location associated with the Organization of the employees.
- C. Change the location associated with the Position of the employees.
- D. Use the mass assignment update feature to update the assignment data of all the employees.
- E. Change the location associated with the Job.

Correct Answer: D

QUESTION 5

You have the requirement to create Employee records using Entering Employees (Navigation: People: Maintain Using Templates > Entering Employees) form.

How can you make the Grade and Phone Number fields mandatory?

- A. Set the Grade and Phone fields as mandatory while creating the vacancy associated with the new employee.
- B. Set the Grade and Phone fields as mandatory while creating the requisition associated with the new employee.
- C. Create a new template based on the existing seeded template. Set the Grade and Phone fields as mandatory in the new template. Associate the new template with the form used for creating employees.
- D. Make the Additional Phone Detail Information and Additional Grade Details Descriptive Flexfield segments mandatory.



E. In the Human Resource Responsibility, navigate to the Security > CustomForm and create a new form with the specific restrictions.

Correct Answer: E

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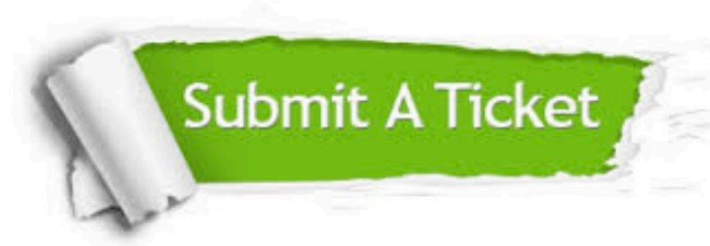
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