

Oracle Apps HRMS Job Interview Questions And Answers



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Oracle Apps HRMS Interview Questions And Answers Guide.

Question - 1:

What is element entry? what is the purpose of element entry?

Ans:

Element entry is to define element yet here enter that is Earning element or deduction element then calculate net pay

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Question - 2:

What are basic setups of oracle HRMS?

Ans:

In oracle HRMS there are so many modules like Core HR, Payroll, Self Service HR, Oracle learning management, iRecruitment, Time and Labour, Compensation Work bench, Oracle Advanced Benefits, Performance Management System etc., Core HR and System Administrator are the Heart of Oracle HRMS. All basic set ups will do in Core HR with the help of System Administrator.

In system administrator we will create all the Users and Responsibilities, Flex fields, Profile values etc., In core HR we will create Organizations, Locations, Jobs, Positions, Grades, Organization Hierarchy, position Hierarchy, We will create all the employees also. These are the Basic setups in HRMS.

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Question - 3:

Can a job be shared? Can a position be shared?

Ans:

Yes a job be shared and yes a position be shared.

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Question - 4:

Can a job have multiple position? How?

Ans:

Job is generic.
Yes a job can have multiple positions.

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Question - 5:

What are list types?

Ans:

List types are:
*List of Values
*Long list of Values
*Pop list

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Question - 6:

What are six validation types?

Ans:

Validation types:
*Dependent
*Independent



*None
*Pair
*Special
*Table

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Question - 7:

What are 2 modes of date Track and what is date track?

Ans:

Date Track modes are:

*Update
*Correction

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Question - 8:

What are core flexfield?

Ans:

Core flexfields are:

*Job
*Position
*Grade
*Competency

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Question - 9:

Can we name certain DFFs (description flexfiled) and their location?

Ans:

Yes we can name certain DFF's and their location

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Question - 10:

What are costing types?

Ans:

Costing types are:

1.Fixed costed
2.Costed
3.Distributed

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Question - 11:

What is costing?

Ans:

Costing:

Recording the costs of an assignment for accounting or reporting purposes. Using Oracle Payroll, you can calculate and transfer costing information to your general ledger and into systems for project management or labor distribution.

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Question - 12:

What are termination roles of an element?

Ans:

Termination Rules of an Element:

a).Actual Termination: For a nonrecurring element, select Actual Termination if you want the entries to close down at the end of the pay period in which the employee leaves.
b).Final Close: if you want the entries to stay open beyond the employee's leaving date so that you can continue to pay the employee.
c).The Last Standard Process date defaults to the last day of the pay period in which the employee is terminated, but you can set it to a later period when you terminate an employee.

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Question - 13:

What are processing types of element?



Ans:

Elements are nothing but the components of the salary.

Eg. Basic, HRA, TA, BONUS, Loans etc., There are 2 types of Processing

1. Recurring: if an entry of this element applies in every period until the entry is ended
2. Non Recurring: if an entry applies in one pay period only.

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Question - 14:

How to restrict the users to see the payroll data employee wise, they only can setup the basic elements and pay bonuses but cannot see the gross salaries of employees?

Ans:

- 1) define taskflow for your screen
- 2) Define the Profile security for his employee

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