Oracle Apps Interview Questions e Book

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Source Web Site:	www.oraclehrmsoverview.com
Creation Date	Dec 12, 2014
Last Revised Date:	Dec 12, 2014
Version #	1.0

Table of Contents

1   About the Author

I started my career a decade ago as oracle developer and gradually moved into Oracle Apps technical and finally i am in a role Oracle HRMS Techno Functional Consultant. I Possess extensive implementation and support experience in Oracle HRMS modules.

I have started to maintain this data repository with an Idea behind *to return back to society* by sharing the knowledge and helping others by guiding and mentoring. My Motto is to *Learn Share & Grow*. I have collected this big list of 250 plus questions by searching on Google on different web sites, authenticating them, and putting them under the right category.

I have also added lot of questions as per my experience of taking interviews. I am still enriching this document and will keep on growing this list. I wish all the best to all those who will be using this document either of interview preparation of for any other reference. If you find any area of improvement in it or you have any feedback on it, you can drop an email to me at oraclehrmsoverview@gmail.com or give comments on my website. Please join me in this cause and lets create a New World.

2   Who Should Read this e Book

Material in this e Book is targeted for following type of audience

• Newbies to Oracle apps
• Programmer/ Developers (especially Oracle Developers) who want to switch into Oracle Apps
• Oracle Apps Functional Consultant who want to learn technical skills
• Oracle Apps Technical Consultant who want to Learn Functional Skills

Note: If you are in a phase where you are trying to switch into Oracle Apps field, you must read my article 9 Steps to Become Oracle Apps Consultant

3   Oracle Apps Technical Questions

As source of this document is my above mentioned website so i shall follow the same pattern that is used on web site.

3.1   Top 10 Tech Interview Questions

1. What are the steps to register Concurrent Program?

1. Define the Executable
2. Define the Program for the above Executable
3. Attach the program to the required Responsibility

2. What are different triggers that can be used in personalization?

WHEN-NEW-FORM-INSTANCE
WHEN-NEW-BLOCK-INSTANCE
WHEN-NEW-RECORD-INSTANCE
WHEN-NEW-ITEM-INSTANCE
WHEN-VALIDATE-RECORD
MENUS SPECIAL EVENTS

3. How do you move personalization from one instance/database to other?

Forms Personlizations can be moved easily through FNDLOAD from one instance to other.

4. What are different report triggers and what is their firing sequence ?

There are five report trigger :
1. Before Report
2. After Report
3. Before Parameter Form
4. After Parameter Form
5. BetweenPages

The Firing sequence for report triggers is Before Parameter Form – After Parameter Form – Before Report – Between Pages – After Report.

5. What are global variables ? How they can be used ?

Global variables are variables with more scope which is at the application level. They can be used in Form personalizations, PL/SQL procedures , reports e.t.c

6. What are custom events in apps and how to you enable/disable it?

Custom Events are used to track and see which trigger is fired at what point in oracle forms. This can be enabled by going to Help -> Diagnostics -> Custom Code -> Show custom events

7. What is the difference between having personalization at function level rather than form level?

A Form can have multiple functions. Having the personalization at function level limits the scope of the personalization. For example in Inventory for both "Master Item form" and "Organization Item form" uses same form named INVIDITM where as both have different functions linked to them.

8. How to attach reports in Oracle Applications ?

The following 6 steps are needed:
1. Design your report in D2K
2. Generate the executable file of the report as .rdf.
3. Move the executable as well as source file to the appropriate product's folder.
4. Register the report as concurrent executable.
5. Define the concurrent program for the executable registered.
6. Add the concurrent program to the request group of the responsibility.

9. What are the steps for creating a custom Form in Apps

1. Copy template.fmb form from AU_TOP and rename it
2. Change the when new form instance and replace name of form with forms's name employee
3. It is always better to use newblock/canvas and window of your own and then subclass it
4. Write the window name in app_custom.close_window procedure to close your form on clicking the close button. Code should look like this
if (wnd = EMPLOYEE') then
app_window.close_first_window;
elsif (wnd = '') then
5. In Form Module Property, Set the First Navigational Block to any of your Data Block
6. In Pre- Form Trigger, set the Window Name
app_window.set_window_position('ALERT_CONC_REG', 'FIRST_WINDOW');
7. Move your Data Block/Canvas/Window as first block in the data block/Canvas/ Windows section respectively
8. Set the canvas name for from window properties pallet
9. Save the Form and put it the AU_TOP folder
Compile the form and make sure that form is placed in the specific application TOP folder

10. What is the difference between Key flex field and Descriptive flex field?

Key Flex field	Descriptive Flex field
1. They are Unique Identifiers of an entity	1.It is used to capture extra information related to an entity.
2. Key Flexfields are stored in segment columns.	2. They are stored in attributes columns of table

3. It is Based on Key Flex field and it is date tracked.	3. It is Based on DFF and is not date tracked
4. For key flexfield there are flexfield Qualifier and segment Qualifier	4. Context-sensitive flexfield is a feature of DFF. (descriptive flexfield)

3.2   Tech Interview - Part 1

What are global variables? How they can be used ?

Global variables are variables with more scope which is at the application level. They can be used in Form personalizations, PL/SQL procedures , reports e.t.c

What are custom events in apps and how to you enable/disable it?

Custom Events are used to track and see which trigger is fired at what point in oracle forms.
This can be enabled by going to Help >> Diagnostics >> Custom Code >> Show custom events. This is really helpful when we are personalizing oracle form.

Which is the most commonly used package in apps that uses Autonomous Transaction?

FND_LOG, this is used for debugging. This has a procedure named string, which does a commit. Hence your debug messages are not lost in the event of rollback during unhanded exception.

How to migrate Self Service personalization from one instance (say development instance) to other (say production) instance?
In R12, Using the Functional Administrator responsibility, you can export from Dev instance and then import in PROD instance.

What are the main differences between Forms Personalization when compared to personalization done through CUSTOM.pll?

Forms Personalization
It is stored in tables
It can be restricted at site/responsibility/user level
It is easy to disable/enable with click of a button
It is applied once you create personalization and   re open the form.
Functional/ Technical consultant can do it.
It can be moved easily through FNDLOAD from one instance to other
It is stored in tables which contain who columns with which we have the ability to track who created/modified it

Personalization through Custom.pll
It is stored in files
It is complicated in it
In order to enable or disable, you need to change in custom.pll and recompile it
It needs recompilation of custom.pll which involves mostly DBA involvement.
It is migrated by migrating the custom.pll
No such option available for custom.pll

How does forms personalization work?

Oracle forms have triggers that we trap to write our business logic. Oracle has a standard practice of calling a generic piece of code from each trigger(at form level). In this generic piece of code Oracle checks in personalization tables to see if anything extra needs to be done for the events being executed. For details of example, see the article for forms personalizations.

Why is CUSTOM.pLL needed when we already have forms personalization?

Just like any technology, forms personalization has its limitations. Limitation example of forms personalizations:
For example you wish to prompt a message to user DO YOU WISH TO CREATE THIS PERSON AS SUPPLIER OR CUSTOMER OR EMPLOYEE. Lets say this message will prompt three options, create customer , create supplier or create vendor. Depending upon what user selects, you wish to navigate to one of relevant screens from the current TCA screen. For this, you have no choice but to use CUSTOM.pll

How to identify the form executable?

Method1

Open the form to be customized in Oracle Apps from respective Responsibility/Menu
Next select menu /Help/About Oracle Application.
Here, scroll down within the subwindow and search for fmx. This is the executable that oracle application runs when specific form is invoked.

Method2

Query the responsibility definition which has the form attached to this. Note down the Menu which is attached to Responsibility. Go to the menu definition screen and find the form function attached to this menu. From this form function find the form attached to this function.

Please tell me the difference between Conversions and Interfaces?

Conversion is an activity that is normally done when you are upgrading the system or migrating the system from legacy to Oracle.
Main characteristic of conversions are as follows
It is a program
It's a onetime data transfer
Volume of data is already known at the start of activity
It is used in upgrading and migration of projects

Interface is to transfer data from one place to another on schedules basis. For example, Branches can submit their data to head office on daily basis. Such task is done through interfaces.
Main characteristic of interface are as follows
It is a program to transfer data from one location to another
It is schedules according to business requirement
Volume of data depended on business activities and hence not known in advance
All exception should be handled
It is used in enhancements/ customization projects or where third part software are operating and we need integration with oracle.

How to submit concurrent program through pl/sql?

Function FND_REQUEST.SUBMIT_REQUEST

(application in varchar2 default null,

program in varchar2 default null,

description in varchar2 default null,

start-time in varchar2 default null,

sub_request in bookan default False,

argument1,

arguemnt2,

argument 100) return number;

* If this is submitted from oracle forms, all the arguments (1 to 100) must be specified

3.3   Tech Interview - Part 2

1. When we Create a Responsibility for HR, What are three security profiles that should be set?

HR: Business Group

HR:Security Profile

HR: User type

2. What is ALERT?

Oracle Alerts are used to monitor unusual or critical activity in Oracle Apps database. The flexibility of ALERTS allows a database administrator the ability to monitor activities from tablespace sizing to activities associated with particular applications.

3. What is difference between concurrent program and concurrent request?

Concurrent program stores the definition of what needs to be run and what parameters it can accept where as concurrent request is submitting the concurrent program for output.

4. What is Multi Org?

Multi-Org is an Oracle Financials feature that lets you identify specific data and financial transactions as belonging to a single organization – classified as an `Operating Unit' within your enterprise. This is essential for large customers with multiple lines of business or divisions where you want to secure access to information and simplify processing and reporting.

5. How do you mail the output of a report?

You can email output of a concurrent program either through PL/SQL or Shell script

Using PL/SQL: For this you can use UTL_SMTP package in your concurrent program to send the mail

Using Shell Script: Use MAILX called in a shell script registered as a concurrent program with parameters File name and path.For references refer to blog: http://oracle.anilpassi.com/email-output-of-concurrent-program-request-2.html

6. What are the mandatory parameters given in Reports?

There is one parameter P_CONC_REQUEST_ID. If you want to use AOL functionality through user exits or you want to use profile values through FND_PROFILE.VALUE(), then above mentioned parameter must be defined.

Note: In case you don't need to use above mentioned things, oracle apps report will work fine even if P_CONC_REQUEST_ID parameter does not exist in the oracle report.

7. What are four steps needed to implement a user hook?

Four steps are required to implement API User Hooks:

1. Determine the API to which you need to hook extra logic

2. Write the PL/SQL procedure that executes your logic.

3. Register your procedure with one or more specific user hooks.

4. Run the pre-processor program that hooks your PL/SQL procedure to the hook(s).

8. How can i know which application uses AME?

we can check the user guide of the module or check the in the table.

select * from AME_CALLING_APPS_VL

9. What is the p_validate control parameter?

Every HRMS API has a p_validate control parameter.

When the parameter is set to FALSE then all the business function validation is performed.If every thing is validated then row can be inserted/updated/deleted accordingly.

If p_validate is set to TRUE then only the actual operation is validated. A savepoint is issued at the start of the call and a rollback is done at the end of the call.

10. Can I use an API on an application table on which an event-based alert is defined?

No, if an event-based alert defined on an application table then the API will give error. To run API the alert has to be disabled and re-enabled after the API has been executed.

3.4   Tech Interview - Part 3

1. Can AME send notifications?

AME doesn't have any feature to send notifications.it is responsibility of calling application of sending notification, capturing the response and updating AME with response

2. How do we know whether AME is configured or not for a application?

Check the profile AME installed at application level.It should be set to YES

3. What is the use of ID_FLEX_NUM?

It is used to define the Structure Definition. The Structure Definition is held in FND_ID_FLEX_STRUCTURES table.

4. How do i identify the Package name and version of the API?

SELECT text FROM all_source WHERE name like 'HR_EMPLOYEE_API%' AND text LIKE '%Header%';
Alternatively use the Integration Repository Responsibility (R12)

Better approach is to use the second option as it gives you quick way to find with detailed knowledge base about API signature parameters and default expected values in more readable format.

5. What is Object version number and how do I assign values for it in an API?

Object Version number is an assigned number to a row in a database table. When a new row inserted its number is set to 1. If any updates performed on the row then the Object version number is incremented. Every API has the p_object_version_number control parameters.
For create APIs this parameter is defined as an OUT parameter the API assigns the Object version number to be 1 for row inserts.

For update APIs the parameter is defined as IN OUT, for update API the object version number is mandatory. You get the version number from the table record which is going to be updated and pass it to API, then API increments this Object version number.

6. What is the difference between org_id and organization_id?

org_id refers to unique identifier for the Operating Units and organization_id refers to the unique identifier for Inventory Organizations.

7. What are user exits in reports and name a few?
User exits provided a way to pass control from Reports Builder to a Oracle Apps environment. Using this we can get profile values in oracle reports which are set at application level for user running the report. Further through user exits, we can get Application Object Library data through standard user exit functions.
Another explanation of User Exits is

As the name indicates user exits are the programs written in any of the language like Java C++ Pro C to perform certain action. User exit when called from Report triggers moves the control from report to this outside program there it performs the action programmed and returns back to report environment.The program which makes USER to EXIT from ongoing environment to perform certain action is USER EXIT.

Names of User Exit are

1. FND SRWINIT
2. FND SRWEXIT
3. FND FORMAT_CURRENCY
4. FND FLEXIDVAL
5. FND FLEXSQL FND SRWINIT
6. FND SRWEXIT
7. FND FORMAT_CURRENCY
8. FND FLEXIDVAL
9. FND FLEXSQL

8. How do you submit a concurrent program from PL/SQL Procedure?

FND_REQUEST.SUBMIT_REQUEST()

9. What is RAISE_APPLICATION_ERROR used for?

The RAISE_APPLICATION_ERROR is a procedure defined by Oracle that allows to raise an exception and associate an error number and message with the procedure.

10. What are the different cursors available in PL/SQL ?
Explicit Cursors, Implicit Cursors, Ref Cursors

3.5   Tech Interview - Part 4

1. What is the SQL statement used to display the text of a procedure stored in database?

select text from dba_source where name = 'Procedurename'
2. Can you use COMMIT in a trigger?

Yes but by defining an autonomous transaction.

3. What is an autonomous transaction ?

An autonomous transaction is an independent transaction that is initiated by another transaction (the parent transaction). An autonomous transaction can modify data and commit or rollback independent of the state of the parent transaction.

4. What is Ref Cursor?

A: A ref cursor is a variable, defined as a cursor type, which will point to a cursor result. The advantage that a ref cursor has over a plain cursor is that is can be passed as a variable to a procedure or a function.
Ref Cursors are of 2 types: Weak and Strong.

Strong ref cursor (also called static structure type)
When return type included then it is called strong or static structure type
static ref cursor support different type of select statement but all of same structure ,but not necessary that the table should be same

Syntax:
type is ref cursor [return];
syntax for open statement:

Weak ref cursor (also called dynamic structure type)
This ref cursor allows us to any type of select statement irrespective of data structure. i .e any table

Syntax:
open for select statement …….;

————Strong Ref Cursor Example———————-

```
declare
type emprefcur is ref cursor return emp%rowtype;
ec emprefcur;
v_ec ec%rowtype;
begin
open ec for select * from emp;
loop
fetch ec into v_ec;
exit when ec%notfound;
dbms_output.put_line (v_Ec.empno);
dbms_output.put_line (v_ec.ename);
end loop;
close ec;
dbms_output.put_line ('————————-'):
open ec for select * from emp;
loop
fetch ec into v_ec;
exit when ec%notfound;
dbms_output.put_line (v_Ec.empno);
dbms_output.put_line (v_ec.ename);
end loop;
close ec;
end;
```

————Weak Ref Cursor Example———————-

```
declare
type refcur is ref cursor;
xc refcur;
v_Ec emp%rowtype;
v_dc dept%rowtype;
begin
open xc for select * from emp;
loop
fetch xc into v_ec;
exit when xc%notfound;
dbms_output.put_line(v_ec.ename);
dbms_output.put_line (v_Ec.empno);
end loop;
close xc;
dbms_output.put_line ('——————————');

open xc for select * from dept;
loop
fetch xc into v_dc;
```

exit when xc%notfound;

dbms_output.put_line (v_dc.deptno);

dbms_output.put_line (v_dc.dname);

dbms_output.put_line (v_dc.loc);

end loop;

close xc;

end;

5. Can triggers be used on views? If so How?

Yes only INSTEAD OF trigger can be used to modify a view.

CREATE OR REPLACE TRIGGER trigger_name

INSTEAD OF INSERT ON view name

begin … end;

6. How do you declare user defined Exception?

DECLARE

ex_custom EXCEPTION;

BEGIN

RAISE ex_custom;

EXCEPTION

WHEN ex_custom THEN

DBMS_OUTPUT.PUT_LINE(SQLERRM);

END;

7. "UPDATE …..; CREATE TABLE E(….); ROLL BACK;" To which save point will the changes be Rolled Back?

Updates done wouldn't be Rolled Back as CREATE statement which is a DDL would issue a COMMIT after the creation of the table.

8. what is External table?

External tables can be used to load flat files into the database.

Steps:

First create a directory say ext_dir and place the flat file (file.csv) in it and grant read/write access to it.

Then create the table as below:

create table erp_ext_table (

i Number,

n Varchar2(20),

m Varchar2(20)

)

organization external (

type oracle_loader

default directory ext_dir

access parameters (

records delimited by newline

fields terminated by ,

missing field values are null

)

location (file.csv)

)

reject limit unlimited;

9. What is global temporary table?

Global temporary tables are session specific tables. The data in a global temporary table is private, such that data inserted by a session can only be accessed by that session. The session-specific rows in a global temporary table can be preserved for the whole session, or just for the current transaction. The ON COMMIT DELETE ROWS clause indicates that the data should be deleted at the end of the transaction.

CREATE GLOBAL TEMPORARY TABLE my_temp_table (

column1 NUMBER,

column2 NUMBER

) ON COMMIT DELETE ROWS;

In contrast, the ON COMMIT PRESERVE ROWS clause indicates that rows should be preserved until the end of the session.

CREATE GLOBAL TEMPORARY TABLE my_temp_table (

column1 NUMBER,

column2 NUMBER

) ON COMMIT PRESERVE ROWS;

Miscellaneous Features include:

* If the TRUNCATE statement is issued against a temporary table, only the session specific data is truncated. There is no affect on the data of other sessions.

* Data in temporary tables is stored in temp segments in the temp tablespace.

* Data in temporary tables is automatically deleted at the end of the database session, even if it ends abnormally.

* Indexes can be created on temporary tables. The content of the index and the scope of the index is the same as the database session.

* Views can be created against temporary tables and combinations of temporary and permanent tables.

* Temporary tables can have triggers associated with them.

* Export and Import utilities can be used to transfer the table definitions, but no data rows are processed.

10. What is ROWID?

ROWID is a pseudo column attached to each row of a table. It is 18 characters long, blockno, rownumber are the components of ROWID

3.6   Tech Interview - Part 5

1. What is difference between TRUNCATE & DELETE

* TRUNCATE is a DDL command whereas DELETE is a DML command.

* TRUNCATE is much faster than DELETE.

Reason: When you type DELETE. all the data get copied into the Rollback Tablespace first. then delete operation get performed.Thatswhy when you type ROLLBACK after deleting a table ,you can get back the data(The system get it for you from the Rollback Tablespace).All this process take time. But when you type TRUNCATE, it removes data directly without copying it into the Rollback Tablespace.Thatswhy TRUNCATE is faster. Once you Truncate you cann't get back the data.

* You can't rollback in TRUNCATE but in DELETE you can rollback. TRUNCATE removes the record permanently.
* In case of TRUNCATE ,DML Trigger doesn't get fired. But in DML commands like DELETE .Trigger get fired.
* You can't use conditions(WHERE clause) in TRUNCATE. But in DELETE you can write conditions using WHERE clause
* That TRUNCATE command resets the High Water Mark for the table but DELETE does not has any impact on higher water mark.

2. We have one million records in our log table, which command either Delete/ Truncate should be used and why?

Truncate should be used as it will not generate redo logs and hence data will be wiped out much fastly.

3. What are the advantages of VIEW?

* To protect some of the columns of a table from other users.
* To hide complexity of a query.
* To hide complexity of calculations.

4. What are SQLCODE and SQLERRM and why are they important for PL/SQL developers?

SQLCODE returns the value of the error number for the last error encountered. The SQLERRM returns the actual error message for the last error encountered. They can be used in exception handling to report, or, store in an error log table, the error that occurred in the code. These are especially useful for the WHEN OTHERS exception.

5. how to find out duplicate records ?

select * from emp where rowid not in (select min(rowid) from emp group by ename);

6. What are the different types of files used in SQL Loader ?

There are 5 files are user in SQL Loader.
they are.
1. Data File.
2.Control File.
3.Log file.
4.Bad File.
5.Discard file.
data file and control file are required file.
example
SQL> sqlldr userid=apps/apps control=XYZ.ctl
This control file contain the reference of data file. Log file and Bad file automatically created by sql Loader whereas Discard file is optional.

7. Can you have multiple layout templates for a single data template?

Yes, multiple layouts can be defined, user has a choice here to use one among them at run time during conc request submission

8. What is the executable and concurrent program used to develop a report without RDF?

XDODTEXE is used as executable and jAVA concurrent program is used as concurrent program for developing report without RDF.

9. How to do conditional formatting in XML Publisher?

Conditional formatting in BI Publisher/ XML Publisher can be done in these some of the following way:

1) if statements

2) if then else statements :

3)choose statements : for multiple conditions

There are more ways for conditional formatting in addition to the above mentioned methods like column formatting, row formatting etc.

10. What is the difference between Conditional Formatting and format trigger?

In Oracle reports, we have two option to control the formatting of data

Through GUI

This is user interface in oracle reports where we can define the conditions and logic to display data as per our requirement. e.g If amount > 100 its colos should be red other wise no color. Etc

Through Format Triggers

For each text item in oracle reports, you can attach a format trigger, it returns a BOOLEAN value. If you return FALSE, value will not be displayed in output. In this way you can control the behavior e.g if amount is zero no need to display the data etc.

Another person replied this question in following words.

Both provide the same functionality, used to format the output based on particular conditions. Format triggers provide a wide variety of options when compared to conditional formatting(GUI). In format Triggers we have the option to write PL/SQL code where as conditional formatting is GUI based which provide limited options.

11. I want to create a report output in 10 languages, do I have to create 10 layout templates?

No, BI Publisher provides the required translation for your templates, based on the number of languages installed in your oracle apps environment requires outputs are provided

12. How do you pass parameters to your report?For RDF based Reports

Token defined at concurrent program parameter level should be exactly same as parameter defined in RDF report.

Token for each parameter should match with respective parameter in RDF report to pass the data. If they mismatch, there will be no error but data will not be passed.

For XML Based Reports (Where executable is XDODTXE)

Token defined at concurrent program parameter level should be exactly same as parameter defined in data template.

13. What are the various sections in the data template?Parameter section

Trigger Section

Sql stmt section

Data Structure section

Lexical Section

14. What triggers are supported in Data template?

Before report and After report are supported

15. Where is the trigger code written?

The code is written in the plsql package which is given under 'defaultpackage' tag of data template.

16. What is the file supporting the translation for a layout template?

XLIFF is the file that supports the translation, you can modify the same as required.

17. How do you display the company logo on the report output?

Copy and paste the logo (.gif. or any format) on the header section of .rtf file . Ensure you resize per the company standards.

18. In order to enable the attachment feature, what minimum information is needed to know.

Once the block we want to enable attachments for is identified, we have to identify the following information for it.

* Form Name: PERWSMEA

* Function Name: PERWSMEA

* Block Name: MEA

* Base Table Name: PER_MEDICAL_ASSESSMENTS

* Primary Key Columns: MEDICAL_ASSESSMENT_ID

19. What are steps to enable attachment feature on any apps form?

1. Define document entity

2. Define document category

3. Enable Attachment for the form using "Attachment Functions" menu item in attachments Menu

I. Associate document category created in step2 with attachment function created in step 3.

II. Click on Block button and identify block access method (either allow change of Query Only). Click on Entities

a. select the the privileges

b. Assign primary key fields.

20. How do you set profile options from PL/SQL procedure?

By calling the standard FND_PROFILE.VALUE() procedure.

3.7   Tech Interview - Part 6

1. What are steps to register a discoverer report

Following are the steps to register a discoverer report in Oracle Apps. Make sure you followed each and every one correctly.

1. Login to Application Developer–>Function

2. Enter Function, User Function Name, Description (Optional) in Description Tab.

3. In Properties Tab, Select Type "SSWA jsp function"

4. In Form Tab, provide following details in Parameter Field

mode=DISCO&workbook= &parameters=~*~*~

Note: Parameter is an option thing

5. In HTML Tab, write OracleOasis.jsp in HTML Call field

6. Now navigate to Responsibility which contains the Menu to which you added this function.

7. Click the Function Name to Display the report.

2. How to repeat the header of the template on each and every page of the output?

use in order to repeat that specific section in each page of the output and also to reset the page number.

3. How many ways we can display images in a BI Publisher Report?

It can be done in 5 different ways

1. Direct insertion into RTF template

2. URL Reference

3. OA_MEDIA directory reference

4. Images from BLOB datatype from database

5. Using UI Beans

4. What is dynamic SQL?

Dynamic SQL allows you to construct a query, a DELETE statement, a CREATE TABLE statement, or even a PL/SQL block as a string and then execute it at runtime.

5. What are the differences between Function and Procedure?

Function has to return a value where procedure does not return value. Function can be used in SQL statements and procedures cannot.

6. What is the SQL statement used to display the text of a procedure stored in database?

select text from dba_source where name = 'Procedurename'

7. Can you call a sequence in SQL Loader?

A: Yes

8. What is the impact of exclusion of a function from a responsibility.

When you exclude a function from a responsibility, all occurrences of that function throughout the responsibility's menu structure are excluded.

9. How Concurrent Manager Manages the Requests with Different and Same Priorities?

The priority of a concurrent request is determined by application username, and is set by the System Administrator using the Concurrent:Priority user profile option.
The first available concurrent manager compares the request's priority to other requests it is eligible to process, and runs the request with the highest priority.
When choosing between requests of equal priority, the concurrent manager runs the oldest request first.

10. What is the Life Cycle of a concurrent Request?

A concurrent request proceeds through three, possibly four, life cycle stages or phases:
Pending Request is waiting to be run
Running Request is running
Completed Request has finished
Inactive Request cannot be run
Within each phase, a request's condition or status may change.

11. What is the Range of Priorities of Concurrent Programs and whats the default Value?

Priorities range from 1 (highest) to 99 (lowest). The standard default is 50.

12. What is the Level of Priority in Profile Option among (Site, Application, Responsibility, User)?

site has the lowest priority, superseded by application, then responsibility, with user having the highest priority.

13. Can we use Profile Option's Value is Concurrent Program's Parameters?

Profile option settings may be used as a default value for a concurrent program's parameter or flexfield's segment.
To use a profile option's setting as a default value, navigate to the form's Default Type field and select Profile. Then, enter the profile option's internal name in the Default Value field

14. What is NOCOPY Compiler hint? What is the purpose to use it in OUT Parameters in Oracle Procedures.

Oracle has two methods of passing passing OUT and IN OUT parameters in PL/SQL code:

Pass By Value: The default action is to create a temporary buffer (formal parameter), copy the data from the parameter variable (actual parameter) to that buffer and work on the temporary buffer during the lifetime of the procedure. On successful completion of the procedure, the contents of the temporary buffer are copied back into the parameter variable. In the event of an exception occurring, the copy back operation does not happen.

Pass By Reference: Using the NOCOPY hint tells the compiler to use pass by reference, so no temporary buffer is needed and no copy forward and copy back operations happen. Instead, any modification to the parameter values is written directly to the parameter variable (actual parameter).

Under normal circumstances you probably wouldn't notice the difference between the two methods, but once you start to pass large or complex data types (LOBs, XMLTYPEs, collections etc.) the difference between the two methods can become quite considerable. The presence of the temporary buffer means pass by value requires twice the memory for every OUT and IN OUT parameter, which can be a problem when using large parameters. In addition, the time it takes to copy the data to the temporary buffer and back to the parameter variable can be quite considerable.

http://www.oracle-base.com/articles/misc/nocopy-hint-to-improve-performance-of-parameters-in-plsql.php

15. How to stop processing for Errors in Oracle Forms PL/SQL?

RAISE FORM_TRIGGER_FAILURE is used to halt the processing if any business rule fails in Oracle Forms PL/SQL.

Use FND_MESSAGE to display an error message,then to stop processing use following code:

IF (error_condition) THEN

fnd_message.set_name(appl_short_name,message_name);

fnd_message.error;

RAISE FORM_TRIGGER_FAILURE;

END IF;

16. How to stop processing for Errors in Oracle Stored Procedure?

If a failure occurs in a stored procedure and you want to stop further Processing, use the package procedures FND_MESSAGE.SET_NAME to set a message, and APP_EXCEPTION.RAISE_EXCEPTION to stop

processing:

IF (error_condition) THEN

fnd_message.set_name(appl_short_name,message_name);

APP_EXCEPTION.RAISE_EXCEPTION;

END IF;

17. What is datatype of Forms Global Variable?

Char(255)

18. How does the command POST differs from COMMIT in Oracle Forms ?

Post writes data in the form to the database but does not perform database commit Commit permanently writes data in the form to the database.

19. Which Method should be used for exiting the form ?

The Oracle Applications forms have special exit processing. Do not call EXIT_FORM directly;
always call do_key('EXIT_FORM'). To exit the entire Oracle Applications suite, first call:
copy('Y','GLOBAL.APPCORE_EXIT_FLAG');Then call:do_key('exit_form');

20. What are the replacement for set_item_property and get_item_property methods?

Replace with APP_ITEM_PROPERTY.SET_PROPERTY and APP_ITEM_PROPERTY.SET_VISUAL_ATTRIBUTE. These APPCORE
routines set the properties in the Oracle Applications standard way and change the propagation behavior. Some properties use the native Oracle
Forms SET_ITEM_PROPERTY. For a complete list of properties that APP_ITEM_PROPERTY.SET_PROPERTY covers, see the
documentation for that routine.
Use APP_ITEM_PROPERTY.GET_PROPERTY when getting Oracle Applications specific properties. Use the Oracle Forms built–in when
setting or getting other properties.

3.8   Tech Interview - Part 7

1. Which Method should be used to open form programmatically instead of open_form anf call_form and tell the reason?

FND_FUNCTION.EXECUTE should be used instead of CALL_FORM or OPEN_FORM whenever there is need to open a form
programmatically.
FND_FUNCTION.EXECUTE allows to open forms without bypassing Oracle Applications security, and takes care of finding the correct
directory path for the form.

2. What is the important point regarding Module Name and Frst Navigation Data Block for starting a new custom forms?

Module Names
Make sure that in each of your forms, the Module Name matches the file name. For example, if a form is called POXPOMPO.fmb, make sure the
Module Name (visible in Oracle Forms Developer) is POXPOMPO. This is especially important if you reference objects from your form. Zoom
also relies on the Module Name being correct.

First Navigation Data Block
Set this property to the name of the first block that users visit when a form is run. Do not set to a WORLD or CONTROL block. This property
also controls where the cursor goes after a CLEAR_FORM, as well as the default "Action–>Save and Proceed" behavior.

3. How to Disable Specific Menu Entries?

If for certain windows you want to disable some menu entries, use the APP_SPECIAL routines to do so. Enable and disable SAVE to control the
"File–>Save" and "File–>Save and Enter Next" menu entries. Save is automatically disabled when you call APP_FORM.QUERY_ONLY
MODE.

4. What are the XML Publisher Tables?

PER_GB_XDO_TEMPLATES
XDO_DS_DEFINITIONS_B
XDO_DS_DEFINITIONS_TL

XDO_DS_DEFINITIONS_VL

XDO_LOBS

XDO_TEMPLATES_B

XDO_TEMPLATES_TL

XDO_TEMPLATES_VL

XDO_TRANS_UNITS

XDO_TRANS_UNIT_PROPS

XDO_TRANS_UNIT_VALUES

5. How to upload RTF Template from backend?

Using XDO Loader,we can upload an RTF from backend.

6. What is Request Security Group?

A request security group defines the concurrent programs, including requests and request sets that may be run by an application user under a particular responsibility.To set up request security, you define a request group using the Request Groups form. Using the Responsibilities form, you assign the request group to a responsibility. The request group is then referred to as a request security group.

7. What is Function and Sub Functions in Oracle Apps?

A function is a part of an application's functionality that is registered under a unique name for the purpose of assigning it to, or excluding it from, a responsibility.

There are two types of functions: form functions, and non–form functions. For clarity, we refer to a form function as a form, and a non–form function as a sub function, even though both are just instances of functions in the database.

Form (Form Function):

A function that invokes a form. Form functions appear in the Navigate window and can be navigated to.

Subfunction (Non–Form Function):

A function that is executed from within a form. Subfunctions can only be called by logic embodied within a Form Function. Subfunctions do not appear in the Navigate window and cannot be navigated to.

8. How to Open a Form in query Only Mode?

Enter the parameters you wish to pass to your function. Separate parameters with a space. For a form function, if you specify the parameter QUERY_ONLY=YES, the form opens in query–only mode.

9. Forms Package variables defined in its specification, is it visible to attached libraries and vice versa?

A package variable defined in a form is not visible to any attached library; a variable defined in an attached library is visible to the form.

10. The value recorded in system.Last_record variable is of type

a. Number

b. Boolean

c. Character.

Boolean

11. Can a single canvas have multiple windows ?

No, we cant have more than one window for a single canvas but the reverse is possible ie; for a window we can attach any number of canvases

12. What ERASE package procedure does ?

Erase removes an indicated global variable.

13. What is Object Group ?

Object Group is a container for a group of objects. If you want to package related objects so you can copy or subclass them in other module

14. A query fetched 10 records How many times does a PRE-QUERY Trigger and POST-QUERY Trigger will get executed ?

PRE-QUERY fires once.

POST-QUERY fires 10 times.

15. Can a root window be made modal?

No.

16. Can we make a display item as database item?

No

17. What are bind parameter and lexical parameter used for?

A bind reference replaces a single value or expression. To create a bind reference in a query, prefix the parameter name with a colon (:). A lexical reference is a text string and can replace any part of a SELECT statement, such as column names, the FROM clause, the WHERE clause, or the ORDER BY clause. To create a lexical reference in a query, prefix the parameter name with an ampersand (&).

18. Name few Oracle Forms Triggers that are changed in Oracle Apps?

Traditional Function	Oracle Apps Equivalent Function
CALL_FORM	FND_FUNCTION.EXECUTE
EXIT_FORM	*do_key('EXIT_FORM')* To exit the entire Oracle Applications suite, first call: *copy('Y','GLOBAL.APPCORE_EXIT_FLAG');* Then call: *do_key('exit_form');*
SET_ITEM_PROPERTY	APP_ITEM_PROPERTY.SET_PROPERTY APP_ITEM_PROPERTY.SET_VISUAL_ATTRIBUTE

GET_ITEM_PROPERTY	APP_ITEM_PROPERTY.GET_PROPERTY
OPEN_FORM	Use FND_FUNCTION.EXECUTE. This routine is necessary for function security.Both OPEN_FORM and FND_FUNCTION.EXECUTE cause the POST–RECORD and POST–BLOCK triggers to fire.
CLEAR_FORM	Use do_key('clear_form'). This routine raises the exception FORM_TRIGGER_FAILURE if there is an invalid record.
COMMIT	do_key('commit_form')
VALIDATE	APP_STANDARD.APP_VALIDATE

19. What are the property classes for the following in Oracle Apps?

Item Type	Property Class Name
Textual buttons	BUTTON
Iconic buttons	BUTTON_ICONIC
Text Items	TEXT_ITEM
Text Item as display Item	TEXT_ITEM_DISPLAY_ONLY
WHO Columns	CREATION_OR_LAST_UPDATE
Display Items	DYNAMIC_TITLE
Poplists	LIST
Option Groups	RADIO_GROUP
Check Boxes	CHECKBOX
LOV	LOV

20. how to populate list dynamically?

There are two ways either through record group by using this code 1 or by using code 2

Code 1

```
PROCEDURE Pop_List IS
/*
** Built-in: CREATE_GROUP_FROM_QUERY
**Example: Create a record group from a query, and populate it.
*/
list_id ITEM;
list_name VARCHAR2(40) := 'BLOCK3.item';
rg_name VARCHAR2(40) := 'Employee_Names';
rg_id RecordGroup;
errcode NUMBER;
outcome NUMBER;
BEGIN
/*
** Make sure group doesn't already exist
*/
list_id :=Find_Item(list_name);
```

```
rg_id := Find_Group( rg_name );
/*
** If it does not exist, create it and add the two
** necessary columns to it.
*/
IF Id_Null(rg_id) THEN
rg_id := Create_Group_From_Query( rg_name,'SELECT ENAME,ENAME FROM EMP',FORM_SCOPE,200);
END IF;
IF Not Id_Null(rg_id) THEN
delete_group(rg_id);
rg_id := Create_Group_From_Query( rg_name,'SELECT ENAME,ENAME FROM EMP',FORM_SCOPE,200);
END IF;
/*
** Populate the record group
*/
errcode := Populate_Group_with_query( rg_id,'SELECT ENAME,ENAME FROM EMP' );
IF errcode = 0 THEN
outcome := GET_GROUP_ROW_COUNT(rg_id);
Message(outcome);
END IF;
Clear_List(list_id);
Populate_List(list_id,rg_id);
END;
```

Code 2

ADD_LIST_ELEMENT : Adds a single element to a list item. Add_List_Element(list_name VARCHAR2, list_index, NUMBER,list_label VARCHAR2, list_value VARCHAR2);

3.9   Tech Interview - Part 8

1. Trigger Firing Sequence in Oracle Forms

Trigger Firing sequence:

This is most important thing to understand in Oracle D2K Forms When you open a form following triggers are executed

First Logon Triggers are fired

1.PRE-LOGON

2.ON-LOGON

3.POST-LOGON

After that Pre Triggers at Form Level

4. PRE-FORM

5. PRE-BLOCK

6. PRE-TEXT

After that WHEN-NEW Triggers

7. WHEN-NEW-FORM-INSTANCE

8. WHEN-NEW-BLOCK-INSTANCE

9. WHEN-NEW-ITEM-INSTANCE

After that ITEM Level Triggers, focus is on the first item of the Block. If you type some data and press the tab key following trigger will fire in sequence

10. KEY-NEXT-ITEM (This trigger is present on the item level).

11. POST-CHANGE (This trigger is present on the item level).

12. WHEN-VALIDATE-ITEM (This trigger is present on the item level).

13. POST-TEXT-ITEM (This trigger is present on the item level).

14. WHEN-NEW-ITEM-INSTANCE (Block Level Trigger).Now focus will go the next item present on the form.

If there are no further items present on the screen them if we enter data and press tab key then only KEY-NEXT-ITEM is fired.

Now suppose we close the form then the item level triggers are fired.

POST TRIGGERS

15. POST-BLOCK

16. POST-FORM

2. What is Work Directory and Which Profile Option to set for this?

The Work Directory feature enables a developer, support consultant, or other technical specialist to test modifications to forms and concurrent programs in Oracle Applications without affecting users of the same code tree. Using the Work Directory, a user can be logged into an Oracle Applications system but access a version of a form or concurrent program that is not within the standard $PROD_TOP directory.

For example, an on–site developer can test out a new version of a custom form without affecting other testing on the system. You can use the Work Directory feature for alternate files of forms and concurrent programs only. set the profile option 'FND: Override Directory' with the path for the directory containing the alternate file.

Note: Set this profile option at the User Level else all users will be impacted

3. What is the purpose of following PL/SQL libraries ?

FNDSQF   – Routines for Flexfields, Function security, User Profiles, Message Dictionary (FNDSQF)

APPCORE,APPCORE2   – Standard user interface routines (APPCORE, APPCORE2)

APPDAYPK – Routines for Calendar widget (APPDAYPK)

4. How we can avoid the referenced objects security during custom forms development?

Oracle Forms Developer allows referenced objects to be overridden in the local form. Oracle Forms Developer also does not normally provide any indication that an object is referenced unless you set a special environment variable (Registry setting for NT). Set the Overview of Coding Standards 1 – 9 environment variable (Registry setting) ORACLE_APPLICATIONS to TRUE before starting Oracle Forms Developer. This setting allows you to see the reference markers (little flags with an "R" in them) on referenced objects so you can avoid changing referenced objects unintentionally. Any object referenced from the APPSTAND form must never be changed.

5. How do I submit a Series of requests from PL/SQL?

if we need to submit 2 or more programs serially we need to submit from back end by using below

FND_CONCURRENT.WAIT_FOR_REQUEST

6. How can we delete a Concurrent Program which is already registered?

From front end, we can only disable a concurrent program. Only option to delete a concurrent program is through API.
Begin
fnd_program.delete_program('CONC_PROG_SHORT_NAME','APPLICATION_SHORT_NAME');
fnd_program.delete_executable('EXECUTEABLE_SHORTNAME', 'APPLICATION_SHORT_NAME ');
end;

7. What so you mean by Hierarchical and non Hierarchical security type in value set?

This comes into picture when security rule comes into picture.
For example Say Maintenance is the one of the accounts, in that we have cleaning, painting expenses, when we are not accessible to main a/c (i.e maintenance) we cannot use sub a/c i.e cleaning and painting when you select Hierarchical security, when it is non-Hierarchical we can use sub a/c i.e painting, cleaning etc…

8. What is quick code? Why is it called a quick code?What is steps of defining a quick code?

When we define a lookup. There is one mandatory field called 'Code'. It is known as Quick Code or Lookup Code. It is short names given to some field values which is stored in Meaning field. An example is two letter codes given to Country names. In this example PK will be quick code for Pakistan.
Why it is called quick code They are called quick codes as they help in searching the looking values. Being short, they are easy to remember and easy to type while data entry. Hence making the work quick.

Step to Define
HRMS Main Responsibility ->Other Definitions->Application Utilities Lookups
Open the screen and define lookup value. Code field will contain the quick code.

9. What is '$flex$ and '$profile$, What is the use of '$flex$'?

$flex$.value
It is used to retrieve the value selected in previous value set and generally used in Table type value. For Example, we have two fields 1. Country and 2. City. We need that in city field only those cities should be visible which are in country selected in field 1. In order to achieve this task, we have to pass the reference of selected value from first value set. This is done by using $flex$.Country_ID in city value set definition.

$profile$.profile option name
It is used to retrive value for that profile option $profiles$. are used to get the values of environment variables like org_id or mfg_Organization_id etc which are related to the current apps environment. Ex. $profiles$.org_id would return the operating unit which is active at that time for the user.

10. How can I change in custom.pll?

After changes how can I send on the server and what's effect in this condition?

1. FTP the Custom.pll from $AU_TOP/resource

2. Open the Custom.pll in Forms Buildet DS

3. Include the following code for your Form logic :

begin

Form_Name varchar2(50) := name_in('system.current_form');

If Form_Name = 'YOUR CUSTOM FORM" then

begin

include your logic

end;

end;

4. Once changes over , using the following command to generate the CUSTOM.plx

f60gen module=CUSTOM.pll userid=apps/apps@mfgdev module_type=LIBRARY

to generate the latest CUSTOM.plx and move this CUSTOM.plx to $AU_TOP/resource

11. Why does Help->Tools->Examine ask for a password?

The profile option Utilities:Diagnostics is set to NO. This profile option controls whether users can use the Examine utility. The password should be the APPS password.

12. How do I cancel a running concurrent request?

From Oracle Apps Main Menu go to View->Requests. Click Find Button to locate the concurrent request. Once you select any concurrent request you can Cancel it or Hold it by using the Cancel or Hold buttons. You can cancel or hold only your submitted requests.
Note: The Sysadmin responsibility can cancel or hold any running request

13. How do you pass the parameters from one form to another form?

To pass one or more parameters to a called form, the calling form must perform the following steps in a trigger or user named routine·
Create_parameter_list built-in function to programmatically create a parameter list·
Add parameter built-in procedure to add one or more parameters list.
Execute the call_form, New_form or run_product built_in procedure and include the name or id of the parameter list to be passed to the called form.

14. What are the different types of windows?

Different types of windows are

1. Document window

2. Dialog window

15. What are the types of canvas-views?

Content View,

Stacked View,

tabbed view

16. If the same trigger is present in Form, Block and Item level, normally the item level will fire first. How to change this default one. That is I want to fire the block level or form level. How to do this?

Using the Override property of trigger

17. Difference Between use $$DBDATETIME$$ and $$DBDATE$$ In Oracle forms?

To give initial value as sysdate, we should user $$DBDATE$$ which gives the current time of server, which stores date of DD-MON-YYYY format. If you want to store date and time, you should use $$DBDATETIME$$ which stores upto DD-MON-YYYY HH:MI:SS format. $$DBTIME$$ stores only HH:MI:SS format. If you want to give local system time i.e. operating system time..then use $$DATE$$, $$DATETIME$$, $$TIME$$.

18. Is it possible to attach same library to more than one form?

Yes

19. Why do we use data source as procedure in Oracle forms? What is the use of taking procedure as Data Source?

To increase the control and security.

To specify a Query at runtime, Eg: in case of manager logs in he can see more info wherein if its employee he will be able to see less data

If you want to specify any complicated business rule to be executed before getting data, you can achieve through the server side procedure which will be much faster.

20. Can a Calculated item be stored in a database?

No it is not possible.

4   Oracle Apps Functional Questions

4.1   Oracle HRMS Functional

4.1.1   HRMS Questions - Part 1

1. Can you call pl/sql package functions from within a Fast Formula?

Yes, It is done through Define Function screen in HR. In this screen we can register the pl/sql as "External Function" and reference it in Fast formula definition

2. If we want to pass a parameter PAYROLL_ID to this external pl/sql Function, how do we do it ?

The "Define Function" screen has a button named "Context Usage". It contains all those context variables that are available for that formula type, you can reference these variable in pl/sql package function as a parameter.

All context variables registered in function need to be in the same order as are defined in pl/sql package function. While calling the this function in fast formula, we dont pass context parameters.

3. How do you Debug a Fast Formula?

You can create a message variable in Fast Formula.This message variable must also be registered as a Formula Result(In "Formula Result Rule" window).

4. What are the various levels where you can Set up Payroll Costing Accounts?

Element Entry => Highest

Assignment => Second Highest

Organization => Third Highest

Element Link => Fourth Highest

Payroll => Fifth Highest

5. From which tables we can identify that an Employee has been terminated?

The Person_Type_ID in PER_PERSON_TYPE_USAGES_F will correspond to System Person Type EX_EMP. Record gets updated in table PER_PERIODS_OF_SERVICE with Actual_Termination_date being not null

6. How can you make Employee Number generation Automated based on business rule etc.

There is a Fast Formula where we can configure the logic to generate the employee number

7. What is the difference between per_people_f and per_all_people_f?

PER_PEOPLE_F is a secured view on top of PER_ALL_PEOPLE_F table. The secure view uses an API hr_security.show_person. This API internally checks for an entry in table PER_PERSON_LIST for the logged in person's security profile.

8. If you do personalization at both FUNCTION level and Responsibility level, which personalization has higher precedence?

Responsibility level will override function level personalizations.

9. Can we delete a wrongly created employee ?

To delete all records of a person: (Answer taken from Oracle Implementation Guide)
- Query the person in the Delete Person window and choose the Delete Person button.

    If there is a contact for the person you are deleting, there are two possibilities:
- If the only information held about the contact is the basic person details entered in the Contacts window, then the record of the contact is deleted.
- If there is other information held about the contact (for example, assignment or applicant information), the contact is not deleted. However, the record of their relationship to the person you are removing from the system is deleted.

10. How to rehire a terminated employee after a certain time period.

     1. Set your effective date to the new hire date and query the ex-employee in the People window.

     2. In the Type field, select Employee. The Hire Date field displays your effective date.

     3. Save your work.

4.1.2   HRMS Questions - Part 2

1. What are different ways of correction of mistakes in Payroll Run

- •Rollback
- •Retry
- •Reversal

For their detailed explanation, please refer the link below

2. How we can see the balances for an employee and how to adjust in case we need to do it?

When Balances are calculated wrong, or we have done some manual workaround and want the Balance to be updated for the same, we can opt for Balance adjustments.

- •To view Balance of any particular assignment, we can go to View -> Assignment Process Results -> Employee Assignment Processes
- •To Adjust Balances, we can go to the Assignment Record of the Employee, Others->Adjust Balance.

3. What are the minimum classifications to create a Business Group?

(i) Business Group
(ii) GRE/Legal Entity
(iii) HR Organization

4. What are the types of Element Entry?

There are four types
Normal Entry
Override Entry
Additional Entry
Adjustment Entry
–Additive Adjustment
–Replacement Adjustment
–Balance Adjustment

5. What variables a user table validation or Element Input Validation fast formula must contain?

When writing either type of formula, you must observe the following rules:

- There must be one input value, of type text, and it must be called entry_value.
- The formula must set and return a local variable giving the status of the validation (success or error). This variable must be called formula_status and have the value 's' (success) or 'e' (error).
- Optionally, the formula can also return a text variable giving an explanatory message. The returned message variable must be called formula_message and can contain any text. It can be returned with both successful and unsuccessful statuses.

The formula must not return any other results.

Example of Element Input Validation Formula

/ Formula Name: Salary Range */*
   / Formula Type: Element Input Validation */*

INPUTS ARE entry_value (text)
IF TO_NUM(entry_value) > 200000
THEN
(
  formula_status = 'e'
  formula_message = 'Too much money . . . try again!'
)
ELSE
(
  formula_status = 's'
  formula_message = 'Fine'
)
RETURN formula_status, formula_message

Example of User Table Validation Formula

```
/* Formula Type: User Table Validation */
        INPUTS ARE entry_value (text)
        IF TO_NUMBER(entry_value) < 10.00 OR
            TO_NUMBER(entry_value) > 20.00
        THEN
        (
            formula_status = 'e'
            formula_message = 'Error: Union A dues must be between
                                $10.00 and $20.00.'
        )
        ELSE
        (
            formula_status = 's'
            formula_message = ' '
        )
        RETURN formula_status, formula_message
```

6. What are two conditions for which you cannot make an element standard?

For an element, you cannot check standard check box if the element is nonrecurring or if Multiple Entries are allowed.

7. What are processing types of element?

Elements are nothing but the components of the salary.

For Example: Basic Salary, House Allowance, Transport Earning, Bonus, Loan Recovery 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.

8. How can we add a new input value to an existing Element?

We can add an additional input values to an existing Element if the element has not been processed in a Payroll run and the Effective data is the same date of creation of the Element.

9. What is the Element Link?

An Element Link makes an element eligible to be included in one's payroll when processed. We can define eligibility criteria for elements to be part of payroll if it meets certain criteria. In other words, it identifies one or more assignment components that must be included in an employee's assignment for them to be eligible.

Eligibility criteria comprises for following fields Organization, Job, Position, Grade, Location, Payroll etc.

10. What the Element can represent?

Earnings –> such as Salary, Wages & Bonuses

Benefits –> such as employee stock & pension plans

Non-Payroll items –> such as Expenses Absences from work Voluntary and

In-Voluntary deductions Employer Taxes and other Liabilities.

4.1.3   HRMS Questions - Part 3

1.What is Date Track concept in Oracle HRMS?

Oracle HRMS has a date track feature which enables to maintain past, present and future state of data. It enables to maintain the record history by creating a new record when the date track mode is UPDATE and override on the existing record when the Data track mode is CORRECTION.

All date tracked tables end with _F. In data tracked tables, Oracle identifies the validity of record with 'effective date' columns (effective_start_date and effective_end_date).

2. What are Date Track Modes available in Oracle HRMS

To maintain employee data effectively Oracle HCM is using a mechanism called date tracking.The main motive behind the date track mode is to maintain past,present and future data effectively.

Update Date Track Modes

The various update date track modes are:

CORRECTION   : Over writes the data. No history will maintain.

UPDATE   : Keeps the history and new change will effect as of effective date

UPDATE_CHANGE_INSERT   : Inserts the record and preserves the future

UPDATE_OVERRIDE   : Inserts the record and overrides the future

Delete Date Track Modes

The various delete date track modes are

ZAP   : wipes all records

DELETE   : Deletes current record

FUTURE_CHANGE   : Deletes current and future changes.

DELETE_NEXT_CHANGE   : Deletes next change

Options appearing on Application Level

When you actually execute a scenario and try to delete a record, following options appear on screen

·   End Date

- Remove Next Change
- Remove All Schedules Changes
- Purge

For further explanation of this topic, please refer the link

3. What is the Element?

Elements are components of salary e.g basic salary, housing allowance, loan to deducted, provident fund etc. There are different types of elements like earning, deduction, information etc. In Payroll, elements are processed to prepare an employee's payroll amount.

4. How can we add a new input value to an existing Element?

We can add an additional input values to an existing Element if the element has not been processed in a Payroll run and the Effective data is the same date of creation of the Element.

5. What are termination rules of an element?

Termination Rules of an Element:

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.

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.

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.

6. What is the difference between a Job and a Position?

Job is general role and position is specific responsibility of that role. For example, there could be several people in our company working on the job of manager but every manager would have unique position and role to perform.

Persons with job Manager will be working on different positions like accounts manager, finance manager, audit manager etc.

7. What are important Key Flex-Fields (KFFs) in Oracle HRMS?

 Job

 Grade

 Position

 People Group

 Cost Allocation

 Competence

8. What are main tables in Oracle HRMS?Per_all_people_F,

Per_all_assignments_F

per_person_types,

per_person_type_usages,

per_addresses,

Per_all_assignments_f,

per_jobs,

per_job_Definitions,

per_grades,

per_grade_definitions,

hr_all_positions,

hr_all_position_definitions,

hr_all_locations,

pay_all_payrolls_F,

pay_element_entries_F,

pay_elements_links_F,

9. Can a job have multiple positions?

Yes a job can have multiple positions. For example, there could be several people in our company working on the job of manager but every manager would have unique position and role to perform.

10. What is costing?

Costing is a way to calculate how much we are incurring for an employee with respect to any project/ organization or department. There are five different levels where we can configure costing in oracle HRMS. Using Oracle Payroll, we can calculate and transfer costing information to general ledger and into systems for project management or labor distribution.

4.1.4   HRMS Questions - Part 4

1. What are the difference between extra information type (EIT) and special information type (SIT)?

EIT and SIT Both are provided by Oracle to Capture Extra Information. Following are main differences of SIT and EIT

1-   EIT is based on DFF whereas SIT is based on KFF of Person Analysis

2-   EIT is stored in PER_EXTRA_INFO tables where as SIT is store in PER_PERSON_ANALYSES and PER_ANALYSIS_CRITERIA tables

3-   SIT is date tracked where EIT not date tracked

4-   SIT is stored at Person Level through 'Special Information' button on main employee screen named 'Enter and Maintain'. Whereas EIT can be defined at PERSON, ASSIGNMENT, CONTACT, ELEMENT, LOCATION and JOB LEVEL.

2. What are different validation types while creating the value set?

·   Dependent

·   Independent

·   None

·   Pair

·   Special

·   Table

3. What are costing types

     Costing types are

·   Fixed Costed

·   Costed

· Distributed

4. What is Soft Coded Key Flexfield

This key flexfield holds legislation-specific information. The legislation of your Business Group determines the flexfield structure that you see. Each localization team defines a flexfield structure and uses qualifiers to define the level at which each segment is visible. Therefore, you may be able to enter information specific to your legislation at one or more of the following levels:

- Business Group – Organization window
- Payroll – Payroll window
- Employee Assignment – Assignment window

5. What are Protected Key Fields and Does Oracle HRMS contains any such key flexfield?

Protected flexfield are those flexfield which are configured or need to be configured as per legislation. Oracle HRMS supplies two key flexfields and six descriptive flexfields that are predefined and protected. Your localization team defines these flexfields to meet the specific legislative and reporting needs of your country.

The protected key flexfields are the Soft Coded Legislation key flexfield and the Bank Details key flexfield.
Your localization team determines which of these flexfields are required for your legislation, and what segments they should contain. Ensure that you select the appropriate legislation code when you define your Business Group so that you can see these flexfields.

6. How many types of fast formulas are there in hrms?
There is long list of fast formula types available, but their usage depends on relevant module. e.g Oralce Payroll is used for payroll calculation, Element Skip for skipping the element based on some criteria, Appraisal line scoring for calculation Appraisal line score for each competency, User Table Validation for validation of table values while entered.

7. What is retro pay in Oracle payroll? How many types of retro pays are available?

RetroPay is a payment made for an event of past. Retro Pay stands for some old Payment due for the employee. This is used for Back Dated Salary Increments.There are four ways.

1. RetroPay by Run

2. RetroPay by Aggregate

3. RetroPay by Element

4. Enhanced RetroPay

8. What are the key flexfields present in Oracle hrms?

1. Job

2. Position

3. Grade

4. People Group

5. Cost Allocation

6. Competence

7. Bank Details

8. Soft Coded

9. Personal Analysis criteria

10. Collective Agreement

9. What is difference between flexfield qualifier and segment qualifier?

Flexfield qualifies identifies the segment of a key flexfield (like any segment in accounting key flexfield can be natural account) whereas segment qualifier identifies the values for a segment (like posting allowed, budgeted allowed is segment qualifier for a segment in accounting flexfield).

10. Explain primary and secondary assignments. Can a person have multiple secondary assignments?

At one time, only one assignment can be a primary assignment all other assignments will be secondary assignments.

4.1.5   HRMS Questions - Part 5

What is the Process to Reverse a Termination of employee?

You reverse a termination in order to make an employee active again. For this you follow the navigation mentioned below
Enter & Maintain->Others->End Employment to open the 'End employment' form and click on 'Reverse Termination' button to undo the termination of an employee. As a result the person will become active employee again.

2. What is the Process to Rehire an ex-employee?

In order to rehire, you don't need to reverse the termination, you will go to date at which you need to rehire an ex-employee. Find the person in Enter & Maintain screen and from 'Action Type' drop down on upper right corner of page, selection the 'Employee' option and click save, it will make the employee active again.

3. What is the difference between re-hire and reverse-termination?

In case of reverse termination, there is no gap between employee's service history whereas when we re hire, it does not cancels the termination record so we can get the service gap in employee's employment history.
Assignment Number and Employee Number are always same for an employee who joined first time e.g For an employee number 339, assignment number will be same as 339.
But when you rehire a person, Oracle adds a number in its assignment number e.g For an ex-employee 339, assignment number after rehire will become 339-2.

4. How we can create employee number in any specific format?

Through fast formula we can do. When we create business group, we configure the employee number generation method. Normally it is kept as automatic but if we want, we can select the Manual method and can write code in fast formula of the type 'Person Number Generation'.

5. What are two profile option that we need to set to enable personalize Page link on self-service page?

Personalize Self-Service Defn	Yes
FND: Diagnostics	Yes

6. What is Report Busting?

Reports bursting offers you to deliver a single report to multiple destinations simultaneously. It offers you to create multiple reports out of one single report model.

For example, you can create just one employee report for all your departments and send an email with a PDF-attachment containing the report to each manager. Each report would contain only the relevant department information for that particular manager. Using the reports bursting functionality will reduce the overhead since you will only have a single data fetch and report format.

Normally this feature is used by payroll section to send the salary slips to every employee according to his current earning.

7. What are limitations of forms personalization when compared to CUSTOM.pll?

1. Can't create record group queries, hence can't implement LOV Query changes.
2. Can't make things interactive, i.e. can't have a message box that gives multiple choices for example Proceed or Stop etc.

8. How do you know if a specific Oracle patch has been applied in apps to your environment?

Use table ad_bugs, in which column bug_number is the patch number.

SELECT bug_number ,to_char(creation_date, 'DD-MON-YYYY HH24:MI:SS') dated FROM apps.ad_bugs WHERE bug_number = TRIM('&bug_number')

9. What are the mandatory parameters passed to the concurrent program ?

There are two mandatory parameters that need to be pased for all the procedures called

1.ERRBUFF

2.RETCODE

Note : The retcode has three values returned by the concurrent manager

0 Success

1 Success with warning

2 Error

10. How to find, how many columns in any APPS TABLES ?

select count(*) from dba_tab_columns

where table_name ='give apps table name';