



Vendor: Oracle

Exam Code: 1Z0-548

Exam Name: Oracle E-Business Suite R12 Human Capital
Management Essentials

Version: DEMO

QUESTION 1

Payroll has completed, but the payroll process is in incomplete status. The pre-payment process is run. What is the impact on the pre-payment?

- A. The pre-payment process will not process any employee.
- B. Pre-payments are processed only for those employees whose payroll process status is Incomplete.
- C. Pre-payments are processed only for those employees whose payroll process status is Complete.
- D. Pre-payments are processed for all the employees for whom payroll was run.
- E. Pre-payments will be processed for all the employees with default payment method.

Answer: A

QUESTION 2

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.

The HoD wants to ensure that the HR Administrator has read-only access to the Grade Description form (Navigation: Work Structures > Grade > Description).

Assuming that the Grade Description form and Taskflow associated with both the responsibilities are different, how can this be done?

- A. Add the parameter QUERY_ONLY=YES to the Grade Description form associated with the HR Executive responsibility.
- B. Create a new form using Custom form (Navigation: Security > Customform) under the HR Executive responsibility with the specific restrictions.
- C. Use HR Security profile to make the Grade Description form as read-only.
- D. HR Forms cannot be made read-only.
- E. Exclude the Grade Description function in the HR Executive responsibility.

Answer: B

QUESTION 3

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 Activity' 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.

Answer: D

QUESTION 4

An element exists with the classification, "Tax Deduction." The element is not appearing in the Adjust balance element list. Identify two reasons for this.

- A. Adjustment cannot be done for the Element classification "Tax Deduction."
- B. A valid element link is not created.
- C. The element must have an input value of the type date.
- D. If a Payroll is run for the effective date, then the element will not be available in the List of Values (LOV).
- E. The element creation date is later than the current effective date.

Answer: BE

QUESTION 5

Identify the three tasks that can be performed in Compensation Workbench (CWB).

- A. Set Budgets
- B. Review and Submit
- C. Change Supervisor
- D. Change Cost Center
- E. Change Job

Answer: CDE

QUESTION 6

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. Member are notified in Serial.

Answer: A

QUESTION 7

Identify which four are available as a dynamic database item in a fast formula of the type "Oracle Payroll."

- A. Table Values
- B. Elements
- C. Balances
- D. Absence Types
- E. Grade Rates and Pay Scale Rates

Answer: ABCD

QUESTION 8

What are the two access levels for a lookup type that allow users to add any number of values?

- A. User
- B. Extensible
- C. System
- D. Independent
- E. Table dependent

Answer: AD

QUESTION 9

Identify two functions for an Element Set that is of the type Customization Set.

- A. to restrict the elements that can be entered or viewed on a configured version of the Element Entries window
- B. to specify the elements for which the Retro Pay by Element process must be run.
- C. to specify the elements for which the Payroll Run process must be run
- D. to specify the elements to be entered for assignments using Batch Element Entry in the Batch Assignment Entry window
- E. to define the elements over which the costs of other elements are to be distributed in the Element Link window

Answer: AB

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