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 UR 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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