ORACLE 1Z0-548

Oracle E-Business Suite (EBS) Human Capital Management Essentials Certification Questions & Answers

Exam Summary – Syllabus – Questions

1Z0-548

Oracle E-Business Suite R12 Human Capital Management Certified Implementation Specialist

70 Questions Exam – 65%% Cut Score – Duration of 120 minutes

Table of Contents:

Know Your 1Z0-548 Certification Well:

The 1Z0-548 is best suitable for candidates who want to gain knowledge in the Oracle E-Business Suite Human Capital Management. Before you start your 1Z0-548 preparation you may struggle to get all the crucial E-Business Suite (EBS) Human Capital Management Essentials materials like 1Z0-548 syllabus, sample questions, study guide.

But don't worry the 1Z0-548 PDF is here to help you prepare in a stress free manner.

The PDF is a combination of all your queries like-
- What is in the 1Z0-548 syllabus?
- How many questions are there in the 1Z0-548 exam?
- Which Practice test would help me to pass the 1Z0-548 exam at the first attempt?

Passing the 1Z0-548 exam makes you Oracle E-Business Suite R12 Human Capital Management Certified Implementation Specialist. Having the E-Business Suite (EBS) Human Capital Management Essentials certification opens multiple opportunities for you. You can grab a new job, get a higher salary or simply get recognition within your current organization.

Oracle 1Z0-548 E-Business Suite (EBS) Human Capital Management Essentials Certification Details:

Exam Name	Oracle E-Business Suite (EBS) R12 Human Capital Management Essentials
Exam Code	1Z0-548
Exam Price	USD $245 (Pricing may vary by country or by localized currency)
Duration	120 minutes
Number of Questions	70
Passing Score	65%
Format	Multiple Choice Questions (MCQ)

Recommended Training	**Learning Subscription Path - E-Business Suite Human Capital Management**
Schedule Exam	**Pearson VUE**
Sample Questions	**Oracle E-Business Suite R12 Human Capital Management Certified Implementation Specialist (OCS)**
Recommended Practice	**1Z0-548 Online Practice Exam**

1Z0-548 Syllabus:

Core HR: Work Structures	- Define Organization Hierarchy and Classifications - Define Position Hierarchy and Position Control - Define Job & Job groups - Define Grade Structure: Grade Range / Grade Steps and Point - Create and Maintain Career Management: Competencies, Qualification Types, Schools & Colleges - Setup & Maintain Checklists - Manage Documents
Core HR: Recruitment	- Create and Maintain Requisitions and Vacancies - Maintain Applicant Data: Hiring, canceling an Applicant
Core HR: Others	- Explain Date Track History Feature - Use HR Security Profile - Configure Key Flex Fields - Use User Defined Tables - Use Lookups - Configure SIT & EIT - Use Forms Configuration & Define Task Flow Use Important HRMS Profiles - Explain Project Accounting with Core HR - Create and Maintain Functions, Menus
Payroll	- Explain Processes Fundamentals: Payroll Run, Pre-Payment, Payment, Costing & Transfer to GL - Explain Fundamentals of Retro Pay Process & Retro Element Configurations - Explain Costing Fundamentals - Set up Elements Definition & Links - Use Assignment & Element Set - View Payroll & Assignment Process Results

	- Explain Basics of Fast Formula & Element Run Results - Use Balances & Dimensions - Use Batch Element Entry (BEE) - Explain Integration of Payroll with GL, Cash Management & Accounts Payable
Core HR: Workforce Management	- Apply User & System for Person Types & Assignment Status - Manage Employee & Assignment Data - New Hire, Promotion, Transfer, Termination - Manage Other Employee Data - Contracts, Qualifications, Medical Assessments - Manage Salary (Salary Basis) - Use Person DFF, Assignment DFF - Use Global Deployment
Core HR: Absence Management	- Configure Absence-related Elements & Links - Configure Accrual Plan, Absence Types - Use Accrual Fast Formulas
Self Service HR	- Personalize SSHR - Configure Oracle Approvals Management (AME) - Explain Functionality of Termination, Absence Management, Change Assignment
Compensation Workbench	- Create and Maintain Plans Definition, Types & Years - Explain Plan Enrollment Requirements - Define and Use Standard Rates - Define Life Events - Define Eligibility Profiles - Explain Total Compensation Statement - Use Compensation Workbench for Managers & Administrators - Use Profile Options for CWB - Perform Budgeting - Manage Promotion and Rating

Oracle 1Z0-548 Sample Questions:

Question: 1

For a company XYZ, Batch element entry has been transferred for 10000 employees. It is later found that the list of employees for whom the element entry was done is incorrect and a corrected list is provided.
Identify the best way to remove the element entry against these 10000 employees.

a) Purge the batch
b) Roll back the batch.
c) Run the Rollback Run process to reverse the effect of the element entry.
d) Run RetroPay to reverse the effect of the element entry.
e) Run the transfer process again for the batch that was transferred previously.

Answer: b

Question: 2

Which three types of compensations can you distribute using Compensation Workbench (CWB)?

a) Salary Increases
b) Bonus
c) Expense Payments
d) Timecard entries
e) Stock Options

Answer: a, b, e

Question: 3

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) Prepayments 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) Prepayments 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: c

Question: 4

The XYZ Organization has two leave types: Special Leave and Vacation Leave. Whenever leave is applied for, regardless of the leave type used, the accrual must be reduced from the same accrual plan, i.e. the Annual Leave Accrual Plan.

Identify the two ways in which this can be achieved.

a) Create two accrual plans with the same name and associate the two leave types with the accrual plans.
b) Create two leave types and associate the same element to both the leave types. Attach this element to the accrual plan with the net effect on accrual as subtract.
c) Add both the leave types in the net calculation rules of the accrual plan with the net effect on accrual as subtract.
d) Both the leave types need to be created with absence reason: Annual Leave Accrual Plan.
e) Enable the Additional Absence Details DFF in the Absence Entry Form and store the accrual plan name in the DFF segment.

Answer: b, c

Question: 5

What type of Life Event should be defined for Compensation Workbench (CWB) to work?

a) Personal
b) Checklist
c) Compensation
d) Work
e) Payroll

Answer: c

Question: 6

Identify the four forms that are available for person type applicant?

a) Address
b) Competence Profile
c) Work Preferences
d) Assignment
e) Contact

Answer: a, b, c, e

Question: 7

A new Accrual Plan is created, but it is not visible in the Show Accrual Balances region In the Self Service HR Leave of Absence page. What is the reason?

a) Element link has not been created as a Standard link for the Accrual Plan.
b) The employee's Accrual Balance is zero.
c) The Generate Accrual Balances concurrent program has not been run.
d) The Accrual Plan element was not included in the element set of type Run Set.
e) The Accrual Formula is not specified while creating the new Accrual Plan.

Answer: d

Question: 8

In Compensation Workbench (CWB), when is a Combination Plan used?

a) If the plan contains both Local and Global populations
b) If the plan needs to allocate salary Increases and individual compensation distributions
c) If the plan needs to allocate salary increase and bonuses from different budgets
d) If the plan needs to allocate salary increase and bonuses from the same budget
e) If the plan is created for both benefits as well as bonuses

Answer: d

Question: 9

You have a requirement to cost all the employee's earning elements to the employee's cost center except for the corporate bonus.

Identify the two ways through which you can cost the corporate bonus to a separate cost center.

a) Change the employee's organization cost center to the corporate cost center (Navigation: Work Structures > Organization > Description).
b) Allocate 100% to the corporate cost center under Assignment costing (Navigation: People > Enter and Maintain > Assignment > Others > Costing).
c) Allocate 50% to the corporate cost center under Assignment costing (Navigation: People > Enter and Maintain > Assignment > Others > Costing).
d) Set the element link to Fixed Costed. Specify the entire costing code combination at the element link level, (Navigation: Total Compensation > Basic > Link).
e) Override the cost center of the employee at the element entry level.

Answer: d, e

Question: 10

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) Members are notified in Serial.

Answer: a

Study Guide to Crack Oracle E-Business Suite (EBS) Human Capital Management Essentials 1Z0-548 Exam:

- Getting details of the 1Z0-548 syllabus, is the first step of a study plan. This pdf is going to be of ultimate help. Completion of the syllabus is must to pass the 1Z0-548 exam.
- Making a schedule is vital. A structured method of preparation leads to success. A candidate must plan his schedule and follow it rigorously to attain success.
- Joining the Oracle provided training for 1Z0-548 exam could be of much help. If there is specific training for the exam, you can discover it from the link above.
- Read from the 1Z0-548 sample questions to gain your idea about the actual exam questions. In this PDF useful sample questions are provided to make your exam preparation easy.
- Practicing on 1Z0-548 practice tests is must. Continuous practice will make you an expert in all syllabus areas.

Reliable Online Practice Test for 1Z0-548 Certification

Make DBExam.com your best friend during your Oracle E-Business Suite (EBS) R12 Human Capital Management Essentials exam preparation. We provide authentic practice tests for the 1Z0-548 exam. Experts design these online practice tests, so we can offer you an exclusive experience of taking the actual 1Z0-548 exam. We guarantee you 100% success in your first exam attempt if you continue practicing regularly. Don't bother if you don't get 100% marks in initial practice exam attempts. Just utilize the result section to know your strengths and weaknesses and prepare according to that until you get 100% with our practice tests. Our evaluation makes you confident, and you can score high in the 1Z0-548 exam.

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