



1Z0-548^{Q&As}

Oracle E-Business Suite (EBS) R12 Human Capital Management Essentials

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**QUESTION 1**

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.

Correct Answer: BE

QUESTION 2

You are creating a new non-recurring element. Assume proration is available in the legislation where the element has been created. Identify the two ways in which proration of an element can be achieved.

- A. Write a separate proration formula and attach the proration formula to the element definition.
- B. Embed the proration calculation within the payroll formula and attach the proration group to the element definition.
- C. Attach retro event group to the element definition.
- D. Only recurring elements can be prorated, hence create recurring element for proration.
- E. Create input values as effective start date and effective end date to enable proration for that element.

Correct Answer: BE

QUESTION 3

Assuming the Payment process is run and Bank has cleared the payment, which process enables the user to correct the payroll run results after post processing is complete?

- A. Pre payments
- B. Roll Back
- C. Retry Payroll Run
- D. Reversal
- E. RetroPay

Correct Answer: E



QUESTION 4

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.

Correct Answer: D

See step 2 below.

Using SSHR, employees can view their accrual balances and managers can view the accrual balances of employees in their business group and also employees belonging to other business groups. The Show Accrual Balances region in the Self-Service HR Leave of Absence page displays the accrual balances for a person as of the effective date.

Follow the steps below to enable SSHR to display the appropriate accrual balances in the Leave of Absence page.

1.

Set up the accrual plans that suit the requirements of your organization.

Determine the accrual balances and their corresponding accrual plans that you would like to display in the Leave of Absences page.

2.

Define an element set of type run set and include elements that correspond to these accrual plans.

See: Defining an Element or Distribution Set, Oracle HRMS Compensation and Benefits Management Guide.

3.

You can now view the appropriate employee accrual balances using the SSHR Leave of Absence page.

QUESTION 5

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

Correct Answer: ABE

In an enterprise, you need to compensate and award benefits to eligible employees. Your enterprise determines who is eligible for compensation and awards, and who can allocate them. Most compensation cycles include or exclude certain employees, based on enterprise requirements. Compensation could include salary (A), bonus (B), allowances, vehicle mileage payments, and stock options (E). Allocation of compensation may depend on factors such as current salary, grade, position, time since last pay raise, and other factors. You also need to convey this compensation information to your employees easily.

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