



1Z0-548^{Q&As}

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

Pass Oracle 1Z0-548 Exam with 100% Guarantee

Free Download Real Questions & Answers **PDF** and **VCE** file from:

<https://www.pass4lead.com/1Z0-548.html>

100% Passing Guarantee
100% Money Back Assurance

Following Questions and Answers are all new published by Oracle Official Exam Center

-  **Instant Download** After Purchase
-  **100% Money Back** Guarantee
-  **365 Days** Free Update
-  **800,000+** Satisfied Customers



**QUESTION 1**

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.

Correct Answer: BC

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

In Core HR, an applicant was created on 1-JUL-2009 with applicant status Accepted. On 20-JUL-2009 the same applicant was hired in the system with the hire date set as 20-Jul-2009. No other transactions were done for this person. The hire date now needs to be changed to 10-Jul-2009. How can this be done?

- A. Date Track to 20-Jul-2009 and update the latest start date field with the new hire date.
- B. Date Track to 10-3UL-2009 and update the latest start date field with the new hire date.
- C. Date track to 01-Jul-2009 and update the latest start date field with the new hire date.
- D. Date track to 10-JUL-2009. Click Cancel application and re-hire the employee on 10-Jul-2009.



E. Date track to 10-JUL-2009. Click Delete and select the DELETE-NEXT-CHANGE date track option. Save the changes and re-hire the employee on 10-Jul-2009.

Correct Answer: E

Answer A is wrong as you can't update the record on 20th as on 10th the status is application.

QUESTION 4

An employee's assignment status needs to be temporarily suspended pending disciplinary review. The employee's payroll needs to be processed during the duration of his suspension. How can this be achieved?

- A. Create assignment status as Suspended Pending Review with payroll status as Process and Human resource status as Suspended.
- B. Create assignment status as Suspended Pending Review with payroll status as "Do not process" and Human resource status as Active.
- C. Delete all element entries attached to the employee pending review.
- D. Terminate the employee and reverse terminate the employee once the review is over.
- E. Change the assignment category to Suspended.

Correct Answer: A

The Payroll Status must be set as Process for Payroll to Process. Setting the Human Resource Status as Suspended gives the visual indication of the employee's assignment status

QUESTION 5

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.

[1Z0-548 VCE Dumps](#)

[1Z0-548 Practice Test](#)

[1Z0-548 Study Guide](#)



To Read the [Whole Q&As](#), please purchase the [Complete Version](#) from [Our website](#).

Try our product !

100% Guaranteed Success

100% Money Back Guarantee

365 Days Free Update

Instant Download After Purchase

24x7 Customer Support

Average 99.9% Success Rate

More than 800,000 Satisfied Customers Worldwide

Multi-Platform capabilities - [Windows](#), [Mac](#), [Android](#), [iPhone](#), [iPod](#), [iPad](#), [Kindle](#)

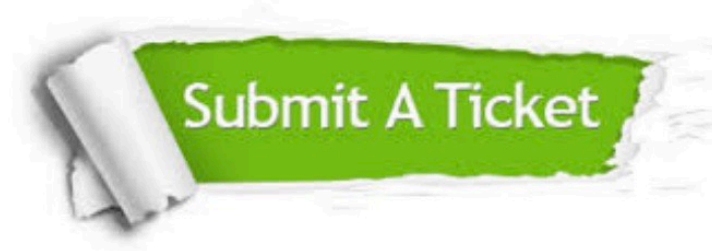
We provide exam PDF and VCE of Cisco, Microsoft, IBM, CompTIA, Oracle and other IT Certifications. You can view Vendor list of All Certification Exams offered:

<https://www.pass4lead.com/allproducts>

Need Help

Please provide as much detail as possible so we can best assist you.

To update a previously submitted ticket:



 <p>One Year Free Update Free update is available within One Year after your purchase. After One Year, you will get 50% discounts for updating. And we are proud to boast a 24/7 efficient Customer Support system via Email.</p>	 <p>Money Back Guarantee To ensure that you are spending on quality products, we provide 100% money back guarantee for 30 days from the date of purchase.</p>	 <p>Security & Privacy We respect customer privacy. We use McAfee's security service to provide you with utmost security for your personal information & peace of mind.</p>
---	---	--

Any charges made through this site will appear as Global Simulators Limited.

All trademarks are the property of their respective owners.

Copyright © pass4lead, All Rights Reserved.