



# 1Z0-548<sup>Q&As</sup>

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.pass4itsure.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**

You have the requirement to create Employee records using Entering Employees (Navigation: People: Maintain Using Templates > Entering Employees) form.

How can you make the Grade and Phone Number fields mandatory?

- A. Set the Grade and Phone fields as mandatory while creating the vacancy associated with the new employee.
- B. Set the Grade and Phone fields as mandatory while creating the requisition associated with the new employee.
- C. Create a new template based on the existing seeded template. Set the Grade and Phone fields as mandatory in the new template. Associate the new template with the form used for creating employees.
- D. Make the Additional Phone Detail Information and Additional Grade Details Descriptive Flexfield segments mandatory.
- E. In the Human Resource Responsibility, navigate to the Security > CustomForm and create a new form with the specific restrictions.

Correct Answer: E

---

**QUESTION 2**

While defining the Accrual Plan the user is adding the Net Calculation Rules. Assume applicable Input value of each of the elements in the options below is added to the Net Calculation Rule (Navigation: Total Compensation > Basic > Accrual Plan). Identify three actions that will impact the Accrual of an employee.

- A. An element entry is made for a primary assignment of an employee. The element is a non-recurring element.
- B. An element entry is made for a primary assignment of an employee. The element is a recurring element.
- C. Payroll is run for an employee and an indirect run results is generated for a non-recurring element
- D. Absence is applied through the Absence Management function in Employee Self Service but is not in approved status.
- E. Batch element entry using the carried over element of the accrual plan is processed and is in transferred status.

Correct Answer: ABE

---

**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 10-3JUL-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

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

Correct Answer: BCDE

Dynamic database items are generated from your definitions of:

1.  
elements
  2.  
balances
  3.  
absence types
  4.  
grade rates and pay scale rates
  5.  
flexfield segments
- 

#### QUESTION 5



As per a new HR policy at XYZ Company, the Transport Allowance must also be considered in the "XX Total Earning" user balance. Due to this change the payroll user wants to add the Transport Allowance Element as a balance feed to the User Balance. The Transport Allowance amount has already been paid to the employees in the previous payroll run.

Identify the impact of the change.

- A. All the Balance Dimensions of the "XX Total Earning" user balance will be updated based on the previous run result values of the Transport Allowance.
- B. For the User Balance, the run result of Transport Allowance Element will be considered only in the future payroll runs.
- C. All the Balance Dimensions of the "XX Total Earning" User Balance will be updated based on the previous run result values of the transport allowance only if retro pay process is run.
- D. The system will not allow the User to add any new elements to a User Balance for which values exist.
- E. Since the dimensions of the User Balance "XX Total Earning" already have values, the Transport Allowance will not be considered at all in the future/past payroll runs.

Correct Answer: A

[1Z0-548 VCE Dumps](#)

[1Z0-548 Study Guide](#)

[1Z0-548 Braindumps](#)



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.pass4itsure.com/allproducts>

## Need Help

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

To update a previously submitted ticket:



 <p><b>One Year Free Update</b> 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><b>Money Back Guarantee</b> 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><b>Security &amp; Privacy</b> We respect customer privacy. We use McAfee's security service to provide you with utmost security for your personal information &amp; 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 © pass4itsure, All Rights Reserved.