



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

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

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**QUESTION 1**

Identify the two key Flexfields to which any number of structures can be associated within a single Business Group.

- A. Competence
- B. People Group
- C. Personal Analysis
- D. Cost Allocation
- E. Collective Agreement Grades

Correct Answer: CE

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**QUESTION 2**

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

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**QUESTION 3**

For XYZ Company, the Costing Allocation Flexfield structure has three segments: Company, Cost Center, and Account. One of the employees was initially costed to the 3500 cost center and his accounting entries for a non-recurring earning

element were as follows:

Debit: 100. 3500.6000, Credit: 105. 1000.7000

The cost center was changed to 5000 and the RetroCosting Process was run. What will be the costing entries created by the retro costing process?

- A. Debit: 100.5000.6000, Credit: 100.3500.6000
- B. Debit: 100.5000.6000, Credit: 105.1000.7000
- C. Debit: 100.3500.6000, Credit: 100.5000.6000



D. Debit: 100.3500.6000, Credit: 105.1000.7000

E. No entries will be created because the costing process has already been run for the assignment.

Correct Answer: A

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#### 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.

Correct Answer: BE

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#### QUESTION 5

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.

Correct Answer: C

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