



1Z0-548

**Oracle E-Business Suite (EBS) R12 Human Capital
Management Essentials**
Exam Summary – Syllabus – Questions



Table of Contents

Introduction to 1Z0-548 Exam on Oracle E-Business Suite (EBS) R12 Human Capital Management Essentials	2
Oracle 1Z0-548 Certification Details:.....	2
Oracle 1Z0-548 Exam Syllabus:	3
1Z0-548 Sample Questions:	4
Answers to 1Z0-548 Exam Questions:	6

Introduction to 1Z0-548 Exam on Oracle E-Business Suite (EBS) R12 Human Capital Management Essentials

You can use this exam guide to collect all the information about Oracle E-Business Suite (EBS) R12 Human Capital Management Essentials (1Z0-548) certification. The Oracle 1Z0-548 certification is mainly targeted to those candidates who has some experience or exposure of E-Business Suite and want to flourish their career with Oracle E-Business Suite R12 Human Capital Management Certified Implementation Specialist (OCS) credential. The Oracle E-Business Suite (EBS) R12 Human Capital Management Essentials certification exam validates your understanding of the E-Business Suite technology and sets the stage for your future progression. Your preparation plan for Oracle 1Z0-548 Certification exam should include hands-on practice or on-the-job experience performing the tasks described in following Certification Exam Topics table.

Oracle 1Z0-548 Certification Details:

Exam Name	Oracle E-Business Suite (EBS) R12 Human Capital Management Essentials
Exam Code	1Z0-548
Exam Product Version	E-Business Suite Human Capital Management
Exam Price	USD \$245 (Pricing may vary by country or by localized currency)
Duration	120 minutes
Number of Questions	70
Passing Score	65%
Validated Against	This exam has been validated against version 12.1.
Format	Multiple Choice
Recommended Training	Oracle E-Business Suite R12.1 Human Resources Management System Essentials Implementation Boot Camp R12.1 Oracle HRMS Essentials Implementation Boot Camp
Schedule Exam	Pearson VUE - Oracle
Recommended Practice	1Z0-548 Online Practice Exam

Oracle 1Z0-548 Exam Syllabus:

Core HR: Work Structures	<ul style="list-style-type: none"> - 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: Workforce Management	<ul style="list-style-type: none"> - 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: Recruitment	<ul style="list-style-type: none"> - Create and Maintain Requisitions and Vacancies - Maintain Applicant Data: Hiring, canceling an Applicant
Core HR: Absence Management	<ul style="list-style-type: none"> - Configure Absence-related Elements & Links - Configure Accrual Plan, Absence Types - Use Accrual Fast Formulas
Core HR: Others	<ul style="list-style-type: none"> - 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
Self Service HR	<ul style="list-style-type: none"> - Personalize SSHR - Configure Oracle Approvals Management (AME) - Explain Functionality of Termination, Absence Management, Change Assignment

Payroll	<ul style="list-style-type: none"> - 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
Compensation Workbench	<ul style="list-style-type: none"> - 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

1Z0-548 Sample Questions:

01. 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.

02. 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.

03. 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.

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

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

05. 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

06. 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 the same budget
- d) If the plan needs to allocate salary increase and bonuses from different budgets
- e) If the plan is created for both benefits as well as bonuses

07. 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.

08. Payroll has completed, but the payroll process is in incomplete status. The pre-payment process is run. ?

- 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.

09. 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) Both the leave types need to be created with absence reason: Annual Leave Accrual Plan.
- d) Enable the Additional Absence Details DFF in the Absence Entry Form and store the accrual plan name in the DFF segment.

10. 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.

Answers to 1Z0-548 Exam Questions:

QUESTION: 01	QUESTION: 02	QUESTION: 03	QUESTION: 04	QUESTION: 05
Answer: d	Answer: a	Answer: b	Answer: a, b, c, e	Answer: c, e

QUESTION: 06 Answer: c	QUESTION: 07 Answer: a	QUESTION: 08 Answer: c	QUESTION: 09 Answer: b, c	QUESTION: 10 Answer: d, e
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Note: If you find any typo or data entry error in these sample questions, we request you to update us by commenting on this page or write an email on feedback@oraclestudy.com