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

For company XYZ, the Payroll period is Calendar month and Proration is available in the legislation. An employee in the company has applied for leave from 10-May-2009 to 14-Jun-2009. Based on the payroll period the leave payment must be split between May and June payroll months. How can the payment of the leave be prorated across the payroll periods?

A. Create the leave element as a non-recurring element and attach appropriate proration event group to the element definition.

B. Create the leave element as a recurring element with the input value as payroll period start date and payroll period end date to split the leave record across the payroll periods.

C. Create the leave element as a recurring element and attach appropriate proration event group to the element definition.

D. Select option: Yes for Allow Absence Overlaps in the Absence Types form (Navigation: Total Compensation > Basic > Absence Types).

E. Create leave element with multiple entries allowed.

Correct Answer: C

QUESTION 3

Your client has created a competency for driving skills to capture the competency details of all the employees who are defined as drivers in the system. The client also wants to capture details such as Source of Proficiency Rating (e.g. Regional Transport Office), Certification Method (e.g. Driving test), and so on, while recording the competency detail for an employee. How would you capture these details while recording the competency profile of an employee?

A. The Source of Proficiency Rating and Certification Method fields are available in the Competence Profile form. These details can be captured while creating the competency profile of the employee.

B. The details can be captured if the competency is defined as a Global Competency.

C. The details can be captured if the competency is defined as a Local Competency.

D. The details can be captured if the rating scale associated with the competency is defined of the type Proficiency.

E. These details can be captured if Unit Standard Qualifications Framework Details are specified while defining the competency.

Correct Answer: E

QUESTION 4

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

QUESTION 5

What type of Life Event should be defined for Compensation Workbench (CWB) to work?

A. Personal

B. Checklist

C. Compensation

D. Work

E. Payroll

Correct Answer: C

Life events of Compensation Type should be used for Compensation Workbench Plans.

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