



ORACLE 1Z0-548 STUDY GUIDE PDF

Grab the Oracle E-Business Suite (EBS) Human Capital Management Essentials Certification PDF Questions & Answers

[Details of the Exam-Syllabus-Questions](#)

1Z0-548

Oracle E-Business Suite R12 Human Capital Management Certified Implementation Specialist

70 Questions Exam – 65% Cut Score – Duration of 120 minutes

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Get an Overview of the 1Z0-548 Certification:

Who should take the [1Z0-548 exam](#)? This is the first question that comes to a candidate's mind when preparing for the E-Business Suite (EBS) Human Capital Management Essentials certification. The 1Z0-548 certification is suitable for candidates who are keen to earn knowledge on the Oracle E-Business Suite Human Capital Management and grab their Oracle E-Business Suite R12 Human Capital Management Certified Implementation Specialist. When it is about starting the preparation, most candidates get confused regarding the study materials and study approach. But 1Z0-548 study guide PDF is here to solve the problem. 1Z0-548 PDF combines some effective sample questions and offers valuable tips to pass the exam with ease.

Why Should You Earn the Oracle 1Z0-548 Certification?

There are several reasons why one should grab the 1Z0-548 certification.

- The E-Business Suite (EBS) Human Capital Management Essentials certification proves to be one of the most recognized certifications.
- The certification badge proves the knowledge of the candidate regarding subject matters and makes his resume presentable to potential candidates.
- Thus earning the [Oracle E-Business Suite R12 Human Capital Management Certified Implementation Specialist](#) is a powerful qualification for a prosperous career.

What Is the Oracle 1Z0-548 E-Business Suite (EBS) Human Capital Management Essentials Certification Exam Structure?

Exam Name	Oracle E-Business Suite (EBS) R12 Human Capital Management Essentials
Exam Code	1Z0-548
Exam Price	USD \$245 (Pricing may vary by country or by localized

	currency)
Duration	120 minutes
Number of Questions	70
Passing Score	65%
Format	Multiple Choice Questions (MCQ)
Recommended Training	Training Opportunities for Oracle Partner Network Members
Schedule Exam	Buy Oracle Training and Certification
Sample Questions	Oracle E-Business Suite R12 Human Capital Management Certified Implementation Specialist (OCS)
Recommended Practice	1Z0-548 Online Practice Exam

Enhance Knowledge with 1Z0-548 Sample Questions:

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.

(Choose two)

- Create two accrual plans with the same name and associate the two leave types with the accrual plans.
- 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.
- Add both the leave types in the net calculation rules of the accrual plan with the net effect on accrual as subtract.
- Both the leave types need to be created with absence reason: Annual Leave Accrual Plan.
- Enable the Additional Absence Details DFF in the Absence Entry Form and store the accrual plan name in the DFF segment.

Answer: b, e

Question: 2

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.

Answer: d

Question: 3

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.

(Choose two)

- 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.

Answer: d, e

Question: 4

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

- a) Personal
- b) Checklist
- c) Compensation
- d) Work
- e) Payroll

Answer: c

Question: 5

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.

Answer: b

Question: 6

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.

Answer: c

Question: 7

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

(Choose four)

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

Answer: a, b, c, e

Question: 8

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.

Answer: a

Question: 9

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

Answer: c

Question: 10

Which three types of compensations can you distribute using Compensation Workbench (CWB)?

(Choose three)

- a) Salary Increases
- b) Bonus
- c) Expense Payments
- d) Timecard entries
- e) Stock Options

Answer: a, b, e

What Study Guide Works Best in Acing the Oracle 1Z0-548 E-Business Suite (EBS) Human Capital Management Essentials Certification?

The 1Z0-548 study guide is a combination of some proven study tips and the combination of all valuable study materials like sample questions, syllabus and practice tests in one place.

Explore the Syllabus Topics and Learn from the Core:

If you are determined to earn success in the E-Business Suite (EBS) Human Capital Management Essentials exam, getting in full touch of the [syllabus](#) is mandatory. During preparation, you might not like all syllabus sections or topics, but try to get at least the fundamental knowledge from the sections you don't like. The more you possess knowledge on all syllabus sections, the more is the chance to attempt maximum number of questions during the actual exam.

Make Your Schedule:

Studying and completing the syllabus becomes easier, if you work on the syllabus topics after making a schedule. Your syllabus must mention what areas you want to cover and within what time. Once you make a schedule and follow it regularly, syllabus completion becomes easier and preparation becomes smoother.

Get Expert Advice from the Training:

Do not forget to join the Oracle 1Z0-548 training if it is providing any. Training enhances the practical knowledge of a candidate, which helps them to work well in the practical field during projects.

Get Access to the PDF Sample Questions:

If your study material is in a [PDF format](#) or the materials are mobile-friendly, what could be better than that? Get access to the free sample questions and keep enhancing your knowledge beyond the syllabus.

Avoid Dumps and Utilize the Oracle 1Z0-548 Practice Test:

Why should you rely on practice tests? The reason is simple: you must get familiar with the exam pattern before reaching the exam hall. An aspirant aware of the exam structure and time management during the exam preparation can perform well in the actual exam and attempt the maximum number of questions during the exam.

Many aspirants prefer to read from dumps, but they miss out on the self assessment method. Therefore, 1Z0-548 practice tests always stand out to be the better choice than dumps PDF.

Avail the Proven 1Z0-548 Practice Test for Success!!!

Do you want to pass the 1Z0-548 exam on your first attempt? Stop worrying; we, DBExam.com are here to provide you the best experience during your Oracle E-Business Suite (EBS) R12 Human Capital Management Essentials preparation. Try out our free mock tests to get a glimpse of our quality study materials, and build your confidence with the premium [1Z0-548 practice tests](#). Our expert-designed questions help you to improve performance and pass the exam on your first attempt.