Examcollection

http://www.ipass4sure.com/examcollection.htm

1Z0-548

Oracle

Oracle E-Business Suite R12.1 Human Capital Management Essentials

http://www.ipass4sure.com/exams.asp?examcode=1Z0-548

The 1Z0-548 practice exam is written and formatted by Certified Senior IT Professionals working in today's prospering companies and data centers all over the world! The 1Z0-548 Practice Test covers all the exam topics and objectives and will prepare you for success quickly and efficiently. The 1Z0-548 exam is very challenging, but with our 1Z0-548 questions and answers practice exam, you can feel confident in obtaining your success on the 1Z0-548 exam on your FIRST TRY!

Oracle 1Z0-548 Exam Features

- Detailed questions and answers for 1Z0-548 exam
- Try a demo before buying any Oracle exam
- 1Z0-548 questions and answers, updated regularly
- Verified 1Z0-548 answers by Experts and bear almost 100% accuracy
- 1Z0-548 tested and verified before publishing
- 1Z0-548 examcollection vce questions with exhibits
- 1Z0-548 same questions as real exam with multiple choice options

Acquiring Oracle certifications are becoming a huge task in the field of I.T. More over these exams like 1Z0-548 exam are now continuously updating and accepting this challenge is itself a task. This 1Z0-548 test is an important part of Oracle certifications. We have the resources to prepare you for this. The 1Z0-548 exam is essential and core part of Oracle certifications and once you clear the exam you will be able to solve the real life problems yourself.Want to take advantage of the Real 1Z0-548 Test and save time and money while developing your skills to pass your Oracle 1Z0-548 Exam? Let us help you climb that ladder of success and pass your 1Z0-548 now!

DEMO EXAM

For Full Version visit

QUESTION: 1
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.

Answer: C

Explanation:
http://oracle.ittoolbox.com/groups/technical-functional/oracle-dev-l/incomplete-process-in-payroll- system-532828

QUESTION: 2
HR department of the XYZ company has two types of users: HR Administrator and Head of Department (HoD), using the HR Executive and HR Manager responsibilities, respectively. The HoD wants to ensure that the HR Administrator has read-only access to the Grade Description form (Navigation: Work Structures > Grade > Description). Assuming that the Grade Description form and Taskflow associated with both the responsibilities are different, how can this be done?

A. Add the parameter QUERY_ONLY=YES to the Grade Description form associated with the HR Executive responsibility.
B. Create a new form using Custom form (Navigation: Security > Customform) under the HR Executive responsibility with the specific restrictions.
C. Use HR Security profile to make the Grade Description form as read-only.
D. HR Forms cannot be made read-only.
E. Exclude the Grade Description function in the HR Executive responsibility.

Answer: C

QUESTION: 3
In Core HR, how can an organization capture all the recruitment activities for the current financial year within a parent recruitment activity?

A. Create the parent recruitment activity. While creating the child recruitment activities specify the parent recruitment activity in the 'Within Recruitment Activity1 section.

B. Attach multiple recruitment activities to the same requisition.
C. Attach multiple recruitment activities to the same vacancy.
D. While creating the child/parent recruitment activities check the primary flag for the parent recruitment activity.
E. A recruitment activity cannot be linked to any other recruitment activity.

Answer: B

Explanation:
Use the Recruitment Activity window to define either single recruitment activities or groups of activities. You can associate a recruitment activity with an organization and with one or more vacancies. You can record and monitor the cost effectiveness of any activity, or group of activities.

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 ofValues (LOV).
E. The element creation date is later than the current effective date.

Answer: D, E

QUESTION: 5
Identify the three tasks that can be performed in Compensation Workbench (CWB)

A. SetBudgets
B. Review and Submit
C. Change Supervisor
D. Change Cost Center
E. Change Job

Answer: A, B, E

QUESTION: 6
For a new employee, the Assignment and Element related data was updated into the system. After the payroll and the post payroll processes were run, it was found that the

employee's Bank Account Information was not entered into the system. Assuming that no Override Payment Method was specified while running the Prepayment Process, what Payment Method would the system use for the new employee?

A. The prepayment process would error out for the employee since the employee's Bank Account Information has not been added to the system.
B. The employee would be paid by the Default Payment Method associated with the payroll of the employee.
C. The employee would be paid by the Default Payment Method associated with the Consolidation Set.
D. The employee's Pre-Payment will not be processed.
E. The employee would be paid by the Default Payment Method associated with the Business Group.

Answer: B

Explanation:
Payment Methods are defined for each Payroll with a Default specified. This default is used when the Payroll is associated with the employee and no personal payment method information has been entered for the employee

QUESTION: 7
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: 8
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?

Pass4sure Certification Exam Features;

- Pass4sure offers over **2500** Certification exams for professionals.
- More than **98,800** Satisfied Customers Worldwide.
- Average **99.8%** Success Rate.
- Over **120** Global Certification Vendors Covered.
- Services of Professional & Certified Experts available via support.
- Free 90 days updates to match real exam scenarios.
- Instant Download Access! No Setup required.
- Price as low as $19, which is 80% more cost effective than others.
- Verified answers researched by industry experts.
- Study Material **updated** on regular basis.
- Questions / Answers are downloadable in **PDF** format.
- Mobile Device Supported (Android, iPhone, iPod, iPad)
- **No authorization** code required to open exam.
- **Portable** anywhere.
- *Guaranteed Success*.
- **Fast**, helpful support 24x7.

View list of All certification exams offered;
http://www.ipass4sure.com/allexams.asp

View list of All Study Guides (SG);
http://www.ipass4sure.com/study-guides.asp

View list of All Audio Exams (AE);
http://www.ipass4sure.com/audio-exams.asp

Download Any Certication Exam DEMO.
http://www.ipass4sure.com/samples.asp

To purchase Full version of exam click below;
http://www.ipass4sure.com/allexams.asp

3COM	CompTIA	Filemaker	IBM	LPI	OMG	Sun
ADOBE	ComputerAssociates	Fortinet	IISFA	McAfee	Oracle	Sybase
APC	CWNP	Foundry	Intel	McData	PMI	Symantec
Apple	DELL	Fujitsu	ISACA	Microsoft	Polycom	TeraData
BEA	ECCouncil	GuidanceSoftware	ISC2	Mile2	RedHat	TIA
BICSI	EMC	HDI	ISEB	NetworkAppliance	Sair	Tibco
CheckPoint	Enterasys	Hitachi	ISM	Network-General	SASInstitute	TruSecure
Cisco	ExamExpress	HP	Juniper	Nokia	SCP	Veritas
Citrix	Exin	Huawei	Legato	Nortel	See-Beyond	Vmware
CIW	ExtremeNetworks	Hyperion	Lotus	Novell	Google	

and many others.. See complete list Here