Oracle

Exam Questions 1z0-1049

Oracle Compensation Cloud 2019 Implementation Essentials

NEW QUESTION 1
You have configured a compensation plan to include ratings from the performance management system. For one particular division, the performance ratings have not been finalized and are shown as blank on the compensation worksheet. The manager updates the performance rating while allocating compensation. What happens in this case? (Choose the best answer.)

A. The rating will be available to only the plan where it is updated.
B. The rating will be available to all plans that are currently active.
C. The rating will be available in the Performance document in the performance system.
D. The rating will be available to only the plans where the same manager is involved.

Answer: C

NEW QUESTION 2
When a manager clicks the "Prepare in workbook" option, while processing compensation changes, what population would she or he see in the exported Excel spreadsheet? (Choose the best answer.)

A. Budget sheet population
B. Worksheet population
C. Entire organization's population under that manager
D. Direct Reports
E. The filtered population

Answer: B

NEW QUESTION 3
A corporation has implemented Oracle Fusion Workforce Compensation. Oracle Fusion Supplemental Earning Elements must now be created to capture ad hoc payments for eligible workforce.
Which two statements are true about element eligibility criteria for such elements? (Choose two.)

A. You can define multiple eligibility criteria for each element, but there must be an overlap between them.
B. You can define multiple eligibility criteria for each element, but there must not be any overlap between them.
C. You cannot define multiple eligibility criteria for each element in any case.
D. Some element eligibility criteria may not be available, depending on the level at which the element is attached.

Answer: BC

Explanation:
You can define more than one eligibility criteria for each element but there must be no overlap between them. For example, you could create one criteria for the combination of grade A and the job Accountant. However, you could not create one criteria for grade A and a second for the job Accountant. This would imply that an accountant on grade A is eligible for the same element twice. If you have more than one criteria for an element, you can enter different default values, qualifying conditions, and costing information for each eligibility group.

NEW QUESTION 4
When initiating an award, what is correct regarding possible workflow tasks? (Choose the best answer.)

A. You may use either VariableAllocationTask and VarialbeAllocationFYITask
B. You must use VariableAllocationTask and not VariableAllocationFYITask.
C. You must use VariableAllocationFYITask and not VariableAllocationTask.
D. You must use VariableAllocationTask and edit the rules if using only for notification.

Answer: C

NEW QUESTION 5
Your customer's compensation has an itemized structure. The company wants to increase the Cost of Living allowance of the employees living in the New Jersey area by 3% to compensate for the increased living costs there. Which feature of Oracle Fusion Workforce Compensation can be used to achieve this? (Choose the best answer.)

A. Budget Pools
B. Plan Eligibility
C. Salary Component
D. Action and Action Reasons
E. Plan Access

Answer: C

NEW QUESTION 6
Your customer must use Grade Ladders to suit the industry in which it operates. How should you define the Grade Ladders that the customer needs? (Choose the best answer.)

A. by associating the Grade Ladders with legal entities
B. by using LDG-specific Grade Min, Max, and Mid Point rate values
C. by using Min, Max, and Mid Point rate values
D. by using steps and rate values

Answer: C

NEW QUESTION 7
What happens if you include ineligible workers on the worksheet? (Choose the best answer.)

A. It displays ineligible workers but managers can allocate compensation, promote workers, and rate worker performance.
B. It displays ineligible workers but managers cannot allocate compensation, promote workers, or rateworker performance.
C. It does not display ineligible workers and managers cannot allocate compensation, promote workers, or rate worker performance.
D. It does not display ineligible workers but managers can allocate compensation, promote workers, or rate worker performance.

Answer: B

NEW QUESTION 8
What is the maximum number and kind of items that you can add when defining a custom category? (Choose the best answer.)

A. three custom columns
B. five custom columns
C. three items
D. three subcategories

Answer: B

NEW QUESTION 9
Which two statements are true about Base Pay? (Choose two.)

A. For Base Pay earnings elements, eligibility is determined by the salary basis that is assigned to the worker.
B. You attach elements at various levels in the Salary object hierarchy to create deductions and earnings that can be processed in a payroll run to calculate Base Pay.
C. You attach a single earnings element to each salary basis to hold Base Pay earnings, and assign a salary basis to each worker to calculate Base Pay.
D. You enter a salary basis for each worker that becomes the worker's Base Pay earnings.
E. For Base Pay earnings elements, eligibility is determined by the deduction basis that is assigned to the worker.

Answer: AC

NEW QUESTION 10
A corporation is implementing Oracle Fusion Workforce Compensation and must set up compensation history. Identify the three correct options regarding the salary component. (Choose three.)

A. The base rate shown in the salary section is the most recent pay rate.
B. The base rate shown in the salary section is the average of the pay rate for the entire year.
C. The growth rate shown in the details shows both cumulative and average annual salary growth rates.
D. The base rate shown in the previous years is the pay rate on 31 December of each year.

Answer: ACD

NEW QUESTION 10
Identify four correct history categories when setting up compensation history. (Choose four.)

A. Salary
B. Other Compensation
C. Stock
D. Non-Recruiting Payments
E. Recruiting Payments
F. Payroll Elements

Answer: BCDE

Explanation:
The Compensation History summary table displays four categories of compensation: Base Pay, Other Compensation (one-time payments), Stock, and Recurring Payments. Compensation history automatically displays base pay and stock grants. You must add additional recurring nonbase pay and one-time compensation to history.

NEW QUESTION 12
A corporation is implementing Oracle Fusion Workforce Compensation and must set up salary bases. Employees are assigned different grades within the organization and the salaries are dependent on the grades.
What is the correct way to set up the salary bases? (Choose the best answer.)

A. Set up different salary bases for different grades with the same payroll elemen
B. The frequency of both salary basis and the grade rate should match.
C. Set up different salary bases for different grades and different payroll elements, because the payroll element can be attached to only one salary basi
D. The frequency of both salary basis and grade rate should match.
E. Set up different salary bases for different grades with the same payroll elemen
F. The frequency of both salary basis and grade rate need not match.
G. Set up different salary bases for different grades and different payroll elements, because the payroll element can be attached to only one salary basi
H. The frequency of both salary basis and grade rate need not match.

Answer: B

NEW QUESTION 13

As a Fusion implementation consultant, you are configuring Fusion HCM Compensation Management module for a manufacturing client. Which three statements are correct in relation to compensation statement display options? (Choose three.)

A. You can hide table columns.
B. You can configure display of zero values.
C. You cannot hide regions for graphs or descriptions at the statement definition setup level.
D. You cannot exclude a category from the statement summary at the category setup level.
E. You cannot include and hide the welcome message at the statement definition setup level.
F. You can hide or show the estimated amount indicator at the category setup level.

Answer: BCF

NEW QUESTION 18
As an implementation consultant, you have created compensation items for the total compensation statement but have not attached them to compensation categories.
In this situation, which statement is correct? (Choose the best answer.)

A. You can add items to statement definitions directly.
B. To include items in statements you must add items to a compensation category.
C. You cannot add items to statement definitions directly, and you cannot add items to a compensation category.
D. You can add items to statement definitions directly, and to include items in statements you must add items to a compensation category.

Answer: B

NEW QUESTION 23
You are responsible for configuring an individual compensation plan with multiple options. Which two statements are true about the plan options? (Choose two.)

A. You can associate each option with the same payroll element and input value.
B. You can associate each option with only one payroll element and input value.
C. You can associate each payroll element with only one plan and option.
D. You can associate each payroll element with multiple plans and options.
E. You can associate each payroll element with one option but with multiple plans.

Answer: BD

NEW QUESTION 26
A corporation implemented Fusion Compensation and wants to validate the salaries with the setup. Select the two options that are true about validation setup. (Choose two.)

A. Using grade rate validation, a warning message can be generated when the new or adjusted salary is outside the range of salary configured in the grade rate attached to the salary basis.
B. Using grade rate validation, approval can be prevented when the new or adjusted salary is outside the range of salary configured in the grade rate attached to salary basis.
C. Using either a formula at the element level or criteria at the element link level, a warning message can be generated when a new or adjusted salary does not pass the configured validation.
D. Using either a formula at the element level or criteria at the element link level, approval can be prevented when the new or adjusted salary does not pass the configured validation.

Answer: AD

NEW QUESTION 29
While configuring the Budget page, you are setting the properties of the Job column. Which two sections are available in the properties for the Job column? (Choose two.)

A. General
B. Default Value
C. Information
D. Legal Employer

Answer: AB

NEW QUESTION 32
A corporation is implementing Oracle Fusion Workforce Compensation. Different currencies are set at the Legislative Data Group level, the Organization payment level, the Bank account level, and the payroll element level.
The currency shown while configuring salary basis comes from which level? (Choose the best answer.)

A. From the input value of the payroll element
B. From the Legislative Data Group level, because that is the highest level in the hierarchy.
C. From the Organization payment level, because the compensation is finally paid through this
D. From the Bank account level

Answer: B

NEW QUESTION 33
You are configuring a plan cycle date that should be visible to managers on the Approvals tab so that they can submit their worksheets before that date. But you do not want to enforce the date because you want the managers to be able to submit their worksheets even after the date is past. Which date should you use? (Choose the best answer.)

A. HR extraction date
B. currency conversion date
C. default date due
D. evaluation period start and end dates
E. worksheet update start and end dates

Answer: C

NEW QUESTION 38
Which three statements are true regarding plan cycles? (Choose three.)

A. All active plans are available to be cross-referenced, even plans with no started cycles.
B. You can display a target amount or custom score from a previous plan cycle in the current plan cycle.
C. Active plans are available to be cross-referenced, except plans with no started cycles.
D. You cannot display a target amount or custom score from a previous plan cycle in the current plan cycle.
E. You can reference a plan within itself to display values from a previous plan cycle in a subsequent cycle.

Answer: ABE

Explanation:
All active plans are available to be cross referenced, even plans with no started cycles. You can also reference a plan within itself to display values from a previous plan cycle in a subsequent cycle. For example, you can display a target amount or custom score from a previous plan cycle in the current plan cycle so that managers are aware of that data when making a current compensation decision.
You cannot select a default value for a column by cross-referencing a column from another plan if you have selected values for the Default Value, Default and Override Formula, or Compensation Derived Factor fields on the Configure Column Properties dialog box.

NEW QUESTION 40
While validating the Workforce Compensation Plan Setup, the compensation administrator encounters the following Warning: "At least one column that adjusts salary is enabled but no components to be posted as salary are selected." What should the compensation administrator do to eliminate this warning? (Choose the best answer.)

A. In Configure Worksheet Page Layout, navigate to the Compensation tab > Detail tab and on the Element Mapping tab of Eligible Salary Column Properties, select Yes for Post as Salary.
B. In Configure Worksheet Page Layout, navigate to the Compensation tab > Detail tab and on the Element Mapping tab of Percentage of Eligible Salary Column Properties, add an Element.
C. In Configure Worksheet Page Layout, navigate to the Compensation tab > Detail tab and on the Element Mapping tab of Compensation Amount Column Properties, select Yes for Post as Salary.
D. In Configure Worksheet Page Layout, navigate to the Compensation tab > Detail tab and enable Compensation Amount.
E. In Configure Worksheet Page Layout, navigate to the Compensation tab > Detail tab and enable Eligible Salary.

Answer: C

NEW QUESTION 43
You want to use the Workforce Compensation Budget pool for a workforce compensation plan. Select the tasks to be performed, in the correct sequence. (Choose the best answer.)

A. Configure the workforce compensation budget pool, Configure the workforce compensation plan details, Run the Start Compensation Cycle process, Create the workforce compensation plan, Create at least one worksheet compensation component and associate the budget pool with it.
B. Create the workforce compensation plan, Configure the workforce compensation budget pool, Configure the workforce compensation plan details, Create at least one worksheet compensation component and associate the budget pool with it, Run the Start Compensation Cycle process
C. Create the workforce compensation plan, Configure the workforce compensation plan details, Configure the workforce compensation budget pool, Create at least one worksheet compensation component and associate the budget pool with it, Run the Start Compensation Cycle process.
D. Create the workforce compensation plan, Configure the workforce compensation budget pool, Create at least one worksheet compensation component and associate the budget pool with it, Configure the workforce compensation plan details, Run the Start Compensation Cycle process.
E. Run the Start Compensation Cycle process, Create the workforce compensation plan, Configure the workforce compensation budget pool, Create at least one worksheet compensation component and associate the budget pool with it, Configure the workforce compensation plan details.

Answer: C

NEW QUESTION 46
Identify the four correct options about the summary tables in the compensation history. (Choose four.)

A. The Salary summary table gives detailed information about salary history, percentage change, compa-ratio, and growth rate.
B. The Stock summary table gives detailed information about grant date and price, granted, vested, and unvested shares, and the estimated value of unvested shares.
C. The summary table of other compensation gives detailed information about effective date, amount, currency, and grand total information about all awards.
D. The summary table of recruiting payments gives detailed information about effective date, amount, currency, and grand total information for an individual award or compensation amounts.
E. The summary table of payroll elements gives detailed information about element, input value, actual value and the grand total for the year.

Answer: ABDE

NEW QUESTION 47
You have created a compensation plan and configured the plan details. However, when you try to run the "Start Compensation Cycle" process, you are not able to see the plan you created in the list that appears.
Which three options could be possible reasons for this? (Choose three.)

A. Your user role does not have access to view the plan.

B. The compensation administrator or equivalent role is not attached to your plan.
C. Access to the compensation administrator role is restricted in Plan Access.
D. Restrict Plan access is set to "NO"; however, the roles that are allowed are not specified.
E. Restrict Plan access is set to "Yes" and the compensation administrator role is added to the list of roles in "Plan access from Compensation work area."

Answer: ACE

Explanation:
Your user role does not have access to view the plan. Check the Configure Plan Access task for the plan and verify the access for the compensation administrator role is not restricted. Also, verify that your user has the compensation administrator role or the proper security to run compensation batch processes.

NEW QUESTION 52
A corporation has implemented Oracle Fusion Workforce Compensation. A Salary basis has been created to manage employees' salaries. It has a payroll element attached. As part of the Salary changes, when the compensation manager is trying to update the Salary amounts, the same is not reflecting in the payroll elements entries of the employee.
Identify the two possible causes for the issue. (Choose two.)

A. Automatic entry is checked for the payroll element used.
B. Automatic entry is checked at the element eligibility link for the payroll element used.
C. Salary basis is configured to be non-updatable.
D. No components are defined to handle these salary adjustments.

Answer: AC

NEW QUESTION 55
A corporation has set up an individual compensation plan for a contribution towards a retirement benefit. This contribution must be approved by the four-level manager hierarchy.
Identify all the four builders that support a restriction for the number of levels. (Choose four.)

A. Management Chain
B. Supervisory
C. Position
D. Job Level
E. Resource
F. Department Level

Answer: BDEF

NEW QUESTION 57
A corporation has implemented Oracle Fusion Workforce Compensation for a manufacturing client. As an implementation consultant, you are required to set up the Deduction elements to capture the employee's personal contributions.
Which four can be categorized as Deduction components corresponding to payroll deduction elements? (Choose four.)

A. Wage basis rules
B. References for calculation factors
C. Deduction group
D. Elements
E. Input values
F. Flat amount
G. Balance feeds

Answer: ABCD

NEW QUESTION 59
Identify the two valid formula types applicable for Workforce Compensation Plans. (Choose two.)

A. Compensation Currency Selection
B. Compensation Organization Selection
C. Compensation Item Selection
D. Compensation Person Selection
E. Compensation amounts Selection

Answer: CE

NEW QUESTION 61
As an implementation consultant, you are required to create an element that is applicable only to a set of employees who are in the Production department and who are on weekly payrolls.
What is the correct configuration to meet this requirement? (Choose the best answer.)

A. Create Element Eligibility with the Legal Employer and Payroll Statutory Unit parameters.
B. Create an element without defining Element Eligibility.
C. Create Element Eligibility with the Grade and Position parameters.
D. Create Element Eligibility with the department and specific payroll parameters.

Answer: A

NEW QUESTION 64

Your client's organization is a multi-country organization with headquarters in the US. All employees are covered under one global compensation plan. However, the managers in each country want to administer compensation in their country's respective currency. How would you enable this feature? (Choose the best answer.)

A. Set the preferred currency in the worksheet.
B. Enable Currency Switching.
C. Display the corporate currency.
D. Use fast formula to display the employee currency using conversion rates.

Answer: B

NEW QUESTION 65
Per your client's policy on eligibility for a compensation revision cycle, employees who are in a notice period are not eligible. A particular manager is currently in a notice period, but his direct reports are still eligible for the compensation cycle. You observe that the system allows that manager to administer compensation for his direct reports.
You research this and find out that manager is still allowed to carry out the compensation allocation because his Eligibility Status is . (Choose the best answer.)

A. Eligible
B. Ineligible
C. Restricted
D. Limited
E. Provisional

Answer: C

NEW QUESTION 66
Your customer provides compensation such as salary, bonus earnings (paid twice a year), commissions, stock options, and company-paid taxes to its workers. The customer wants you to implement Compensation Statements with graphs. Which three values of the graph column will you exclude? (Choose three.)

A. Dates
B. Monetary Values
C. more than one nonmonetary unit of measure
D. Non Monetary Values
E. Text

Answer: ADE

NEW QUESTION 70
The compensation administrator wants to run Purge Workforce Compensation Data for one of the past compensation plans because the transaction data from that period is not required anymore. However, the compensation administrator does not get the option to include the said plan. What is the reason for this? (Choose the best answer.)

A. Purge Workforce Compensation Data cannot be run because the Transfer Workforce Compensation Data to HR process has already been run and compensation data transferred to HR.
B. Purge Workforce Compensation Data can be run only for compensation plans with Inactive status.
C. Purge Workforce Compensation Data can be run only after Back Out Workforce Compensation Data is run with the "Full Back Out" option.
D. Purge Workforce Compensation Data can be run only for compensation plans that are valid for the future.

Answer: C

NEW QUESTION 75
What are the two correct options with respect to budgeting when the salary has multiple components? (Choose two.)

A. Budgets can be separate for each component.
B. Budgets cannot be separate for each component.
C. Multiple components can have a single budget.
D. Multiple components cannot have a single budget.

Answer: AC

Explanation:
If you use budgeting, you can have separate budgets for each component or link multiple components to a single budget. You can also link budgets to off-cycle compensation plans. For example, you can give a manager a single annual budget amount and draw both focal and off-cycle awards from the same budget pool. Once you enable budgeting, you configure how data displays on the budget page, such as data display order, available menu actions, and text instructions to the managers. Also, you can copy a budget page layout from another plan.

NEW QUESTION 76
A corporation has implemented Oracle Fusion Workforce Compensation. A custom element was created to capture the entry value for four input values. Data load is performed by the Batch Loader, but the associated Daily Business Intelligence (DBI) is returning the entry value corresponding only to the first input value. Identify the option that will enable the DBI to return all the input variables. (Choose the best answer.)

A. Delete the existing element link and create a new element link, which will automatically create all four input values.
B. Create a new element from scratch.
C. This scenario cannot be implemented.
D. Create status processing rules for the input values.

Answer: B

NEW QUESTION 78
Identify the three correct statements for an alternate approver hierarchy. (Choose three.)

A. By defining alternate approvers, you replace the standard approval hierarchy for a manager with a new set or sequence of approvers.
B. The alternate approver must be a part of the regular plan hierarchy.
C. You can create multiple approvers for the same manager.
D. The highest Approval sequence is the final approver.

Answer: ACD

Explanation:
By defining alternate approvers, you replace the standard approval hierarchy for a manager with a new set or sequence of approvers. The alternate approver does not have to be a part of the regular plan hierarchy. You can create multiple approvers for the same manager by identifying the specific individuals and using the approval sequence to determine the order in which approvals occur. The highest sequence is the final approver. Alternate hierarchies are commonly used when approval control transitions from managers to the HR department.

NEW QUESTION 83
While administering compensation, the managers in the organization want to first allocate compensation to the outstanding performers with compa-ratio less than 80 and, therefore, want to view only this population. How would you, as a consultant, help the managers to achieve this? (Choose the best answer.)

A. Use the Advanced Filter option in the worksheet to create a custom condition.
B. Control the population by using eligibility profiles.
C. Use the sort feature in the worksheet to control this.
D. This cannot be done once the population is finalized and the compensation cycle is started.

Answer: A

NEW QUESTION 86
The compensation plan that is implemented for your customer has a column that defaults based on a dynamic column. However, as per the customer's requirement, if the value in this column is manually updated in the worksheet by a manager, there should not be any further changes made to it automatically when the "Refresh Data" process is run. How can a compensation administrator achieve this? (Choose the best answer.)

A. by setting up the properties of the column as updatable only once
B. by deselecting the Refresh Data triggering event in the dynamic column
C. by deselecting the Start Compensation Cycle triggering event in the dynamic column
D. by deselecting the Change Worksheet Data triggering event in the dynamic column

Answer: B

NEW QUESTION 91
Contingent workers are ineligible as per the eligibility rules defined for your organization's compensation plan. The compensation plan cycle is started. As is the standard practice, the compensation administrator schedules the "Refresh Workforce Compensation Data" nightly. A worker who was a contingent worker is now an employee of the organization and the next day shows up in Manager's worksheet. How is this possible? (Choose the best answer.)

A. Track Ineligible Workers is selected in the compensation plan.
B. Show Ineligible Workers is selected in the compensation plan.
C. Hide Ineligible Workers is selected in the compensation plan.
D. Process Ineligible Workers is selected in the compensation plan.

Answer: D

NEW QUESTION 94
As compensation manager, you are generating a total compensation statement for a corporation. Which two options are mandatory to be used as inputs while generating the total compensation statement? (Choose two.)

A. Statement Definition Name
B. Statement Period
C. Legal Employer
D. Compensation Category

Answer: BD

NEW QUESTION 95
While configuring the Budget page, you enable the "Compensation Performance Rating" column from which section? (Choose the best answer.)

A. Summary
B. Detail table
C. Worker List
D. Actions
E. Information

Answer: B

NEW QUESTION 96
As compensation administrator, you are required to show "Actual amounts paid to the worker" in the Total Compensation Statement. To meet this requirement, which component must be created? (Choose the best answer.)

A. Compensation Item
B. Compensation Category
C. Compensation Source
D. Compensation Statement Definition

Answer: C

NEW QUESTION 98
In the workforce compensation work area, the Manager's Worksheet Status is "In Approvals". What progress has the compensation manager made through a workforce compensation cycle? (Choose the best answer.)

A. A budget was published to the manager.
B. The manager submitted his or her worksheet for approval.
C. The first-level manager approved the manager's worksheet.
D. The highest-level manager or approver in the approval hierarchy approved the manager's worksheet.
E. The manager saved some changes to his or her worksheet.

Answer: C

NEW QUESTION 99
After creating a compensation plan and eligibility profiles, you are currently modeling the budget allocation. The HR manager informs you that one employee under Supervisor 1 has been seconded to a different country on a temporary basis with no changes to his employment terms and that this employee must be removed from the budgeting exercise.
What is the correct way of achieving this? (Choose the best answer.)

A. Use the Edit button in the Employee's included area while creating a model to exclude the employee.
B. Modify the eligibility profile by using a formula to exclude the employee from appearing under Supervisor 1. After the compensation cycle is completed, revert the eligibility profile to its original from, if needed.
C. Advise Supervisor 1 not to allocate any compensation for the employe
D. In the meanwhile, manually adjust the budget allocated to Supervisor 1 to exclude the employee's amount.
E. Use the Include check box next to the employee's name in the Budget worksheet to exclude the employee from the cycle.

Answer: C

NEW QUESTION 102
Your customer awards three types of bonuses to its workers: Joining Bonus, Ad-hoc Bonus, and Annual Bonus. All three bonuses are awarded by using element entries.
How would you configure the Compensation Statement? (Choose the best answer.)

A. Create one Compensation Item as Bonus and specify the source type as Element Entr
B. Associate the three elements with the Compensation Item.
C. Create three Compensation Items: Joining Bonus, Ad-hoc bonus, and Annual Bonu
D. Specify the source type as Element Entry and associate the respective elements with the respective Items.
E. Create one Compensation Category as Bonus and specify the source type as Element Entr
F. Associate the three elements with the Compensation Category.
G. Create three Compensation Categories: Joining Bonus, Ad-hoc Bonus, and Annual Bonu
H. Specify the source type as Element Entry and associate the respective Elements with the respective Categories.

Answer: B

NEW QUESTION 103
A corporation implemented Fusion Compensation and must run a compensation cycle. The corporation has seven different active components in the salary basis. Salaries of all the employees must be updated in bulk mode.
Which statement is true about the bulk update using Integrated Workbook? (Choose the best answer.)

A. Integrated Workbook can be used to update all the seven components.
B. Only the first four active components will be loaded at a time by Integrated Workbook.
C. Only the first five active components will be loaded at a time by Integrated Workbook.
D. Only the first six active components will be loaded at a time by Integrated Workbook.

Answer: C

NEW QUESTION 108
While configuring Workforce Compensation Plan, you specify Performance Rating date in Plan Cycle as the same in multiple plans.
What will happen when the manager updates a compensation performance rating in the worksheet of one plan? (Choose the best answer.)

A. The rating will be available to only the plan where it is updated.
B. The rating will be available to all plans that are currently active.
C. The rating will be available to all plans with the same Performance Rating date in Plan Cycle.
D. The rating will be available to only the plans where the same manager is involved.

Answer: B

NEW QUESTION 112
A corporation has implemented Oracle Fusion Workforce Compensation. The consultant creates multiple elements to meet the business requirements.
Which three statements will help him to make a decision about the element classification? (Choose three.)

A. Primary classifications are provided mainly to reflect tax legislation.
B. Secondary classifications are subsets of the primary classifications.
C. Predefined primary classifications cannot be removed or changed.
D. Predefined secondary classifications can be removed or changed.
E. Elements can have multiple primary and multiple secondary classifications.

Answer: ABC

NEW QUESTION 114

As an implementation consultant, you are required to define a total compensation statement. You are creating the compensation items for Salary, Merit Increase, and so on. Identify one set of values that Compensation Items can hold. (Choose the best answer.)

A. Monetary, Nonmonetary, Date, Text
B. Monetary, Nonmonetary, Timestamp, Text
C. Monetary, Timestamp, Boolean
D. Monetary, Nonmonetary, Date, Boolean

Answer: B

NEW QUESTION 119

Which five tasks can be performed by a compensation manager? (Choose five.)

A. Allocate compensation.
B. Promote and rate worker performance while allocating compensation.
C. Determine compensation amounts offline by downloading details to a spreadsheet.
D. Review and approve work of Superior Manager.
E. Generate company-configured compensation change statements to notify workers of a compensation award, job change, or performance rating assignment.
F. Analyze proposed changes for equity among peer groups and by manager, alignment with the market, and pay for performance strategies.

Answer: ABCEF

NEW QUESTION 121

You are responsible for configuring variable allocations to manage approvals for individual compensation plans. Your company wants to control plan availability by using defaults. What are the default attributes of the actionable Variable Allocation task? (Choose the best answer.)

A. The task is only for notification and has no rules.
B. The task applies to all allocations, uses two levels of the Supervisory list builder, and does not require a response from the current approver.
C. The task applies to selected allocations, uses two levels of the Supervisory list builder, and requires a response from the current approver.
D. The task applies to all allocations, uses two levels of the Supervisory list builder, and requires a response from the current approver.

Answer: C

NEW QUESTION 123

As an implementation consultant, you want to override the currency on the item definition. The United States Dollar currency is currently specified on it. This needs to be overridden to the Indian Rupee. What are the two approaches that you should use to override the currency of the compensation item from the United States Dollar to the Indian Rupee? (Choose two.)

A. Define a formula that retrieves compensation and specifies currency as the Indian Rupee.
B. Define the source type as Benefit Balance, which has currency specified in the Indian Rupee.
C. Define a Category that includes the item and has currency defined as the Indian Rupee.
D. Define a Compensation Statement Definition that includes the item and has currency defined as the Indian Rupee.

Answer: B

NEW QUESTION 126

As an implementation consultant, you are required to define a total compensation statement. To construct the total compensation statement, you must follow a set of activities in sequence.
Select the correct sequence to construct a total compensation statement. (Choose the best answer.)

A. Create compensation items > attach the items to compensation categories > arrange categories hierarchically in the statement definition > specify the statement period and display options > generate the statement.
B. Create compensation items > specify the statement period and display options > arrange categories hierarchically in the statement definition > attach items to compensation categories > generate the statement.
C. Create compensation items > generate a statement > specify the statement period and display options > arrange categories hierarchically in the statement definition > attach items to compensation categories.
D. Create compensation items > attach the items to compensation categories > generate the statement > specify the statement period and display options > arrange categories hierarchically in the statement definition.

Answer: A

NEW QUESTION 131

You are configuring a work-administered individual compensation plan where your workers can enroll in the plan anytime during the year, but can discontinue their contributions only in the month of March each year. How should you achieve this? (Choose the best answer.)

A. Select specific HR actions such as transfer, promotion, and new hire for the plan with access level for each action allowed during a specific period.
B. Do not select any additional actions other than Manage Contributions with access level as Create: Always allowed; Update: Allowed during a specified period; Discontinuing: Never allowed.

C. Make the plan available for all actions in the list with access level for each action Always allowed.
D. Do not select any additional actions other than Manage Contributions with access level for each action as Create: Always allowed; Update: Never allowed; Discontinuing: Allowed during a specified period.

Answer: D

NEW QUESTION 136
As a compensation manager, in which four cases would you find an employee newly added to your worksheet? (Choose four.)

A. An employee transfers into your organization.
B. An employee's data has been corrected by HR and it now satisfies the eligibility criteria.
C. An employee leaves an organization.
D. A contingent employee becomes a regular employee.
E. A loaned employee in your organization returns after assignment completion.
F. An intern in your organization gets his place confirmed as an employee.

Answer: ABDE

NEW QUESTION 138
As a compensation executive, you are required to upload stock data sent by a vendor of a corporation into the Fusion application.
Which option is the correct method to do so? (Choose the best answer.)

A. Manage Stock Grants >> Import Items
B. Manage Stock Grants >> Import Category
C. Manage Stock Grants >> Import Source
D. Manage Stock Grants >> Prepare Import Spreadsheet

Answer: D

NEW QUESTION 143
What is the relationship between Net Pay and Earnings? (Choose the best answer.)

A. Net Pay is a calculated balance that is the sum of standard earnings and supplemental earnings minus all the deductions calculated for the run.
B. Net Pay is a calculated balance that is standard earnings minus all the deductions calculated for the run.
C. Net Pay is a calculated balance that is the sum of standard earnings and supplemental earnings for the run.
D. Net Pay is a calculated balance that is the sum of standard earnings and supplemental earnings minus all the non-voluntary deductions calculated for the run.

Answer: A

NEW QUESTION 144
Which statement is correct about secondary element classifications? (Choose the best answer.)

A. They are user-defined and can be edited.
B. They are user-defined and cannot be edited.
C. They are predefined and can be edited.
D. They are predefined and cannot be edited.

Answer: C

NEW QUESTION 147
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