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Oracle Compensation Cloud 2022 Implementation Professional

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QUESTION 1

During the Compensation Review cycle for the year 2014-15, the manager processes his direct reports compensation changes per the model created by him. After making the changes in the worksheet, the manager submits the proposed changes to the next level manager in the hierarchy for approval. What will the Manager status appear as in the workforce compensation area? (Choose the best answer.)

A. In Approvals

B. Processed

C. Fully Approved

D. Submitted

E. Work in Progress

Correct Answer: D

QUESTION 2

Which item is false regarding plan access? (Choose the best answer.)

A. Compensation administrators have access to all plan configuration tasks for all plans.

B. Compensation managers have access to the budget sheet and worksheets for all plans and employee administration tasks.

C. A compensation administrator\\'s general access cannot be overridden.

D. A compensation administrator\\'s general access can be overridden using roles.

Correct Answer: C

Reference:https://docs.oracle.com/cd/E37583_01/doc.1116/e22776/F387136AN11E5B.ht m(plan foundation, second bullet)

QUESTION 3

You create a compensationplan and attach a Compensation Performance rating model to it. While the manager is allocating compensation, he specifies a rating for each of the employees under him. Where will the rating specified by the manager be available? (Choose the best answer.)

A. Only within the current compensation plan and all cycles associated with it

B. Only within the current compensation plan and the current cycle

C. To the current compensation plan and the Performance Management system

D. To the current compensation planand HR system

Correct Answer: A

QUESTION 4

Your customer has employees located in four countries (Unites States, Japan, India, and Germany) and eachcountry has a specific salary range. How would you configure the salary bases? (Choose the best answer.)

A. Create one salary basis and four different grade rates, and attach the grade rate to the salary basis at the employee level.

B. Create four salarybases and one grade rate, and define different ranges for the same grade rate while attaching the grade rate to the salary bases.

C. Create four salary bases and four grade rates, and attach the grade rates to the salary bases.

D. Create one salary basis and one grade rate, and define different ranges for the salary basis at the employee level.

Correct Answer: C

QUESTION 5

Which three statements are true about individual compensation plans? (Choose three.)

A. A user\\'s ability to access or make updates to awards in individual compensation plans may be restricted by the user\\'s association to a Legislative Data Group.

B. Individual compensation plans are not necessary for payment of items such as spot bonus.

C. Individual compensation plans are necessary for payment of items such as spot bonus.

D. Workers are individual compensation plans to manage their own contributions to charitable or savings plans.

E. Individual compensation plans define compensation that managers can award to individual workers outside of the regular compensation cycle, such as spot bonus or education reimbursement.

Correct Answer: CDE

Reference:https://docs.oracle.com/cd/E37017_01/fusionapps.1115/e20376/F668086AN4E C23.htm (individual compensation plans: explained)

QUESTION 6

Your customer\\'s compensation managerneeds to know, what are the four valid statuses of the compensation worksheet? (Choose four.)

A. Budget Available

B. Started

C. Submitted

D. Partially approved

E. Unprocessed

F. Fully Approved

G. Processed

H. Closed

Correct Answer: ACFG

Reference:https://docs.oracle.com/cloud/farel8/globalcs_gs/FACMC/F1098201AN10E27.ht m#F1097486AN1101C

QUESTION 7

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.

Correct Answer: D

QUESTION 8

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, comparatio, and growth rate.

B. The Stock summary table gives detailedinformation 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 givesdetailed information about element, input value, actual value and the grand total for the year.

Correct Answer: ABDE

QUESTION 9

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.

Correct Answer: C

QUESTION 10

A corporation has implemented Oracle Fusion Workforce Compensation. Per business requirements, the Fusion consultant must integrate Oracle Fusion Workforce Compensation with Oracle Fusion Benefits to fetch the value of Benefits Amountas one of the input values for the Benefit element to get the eligible salary of an employee for the compensation process.

Identify the option that will enable fetching of the Benefits Amount value. (Choose the best answer.)

A. Select the "Allow User Entry" and "Create a Database Item" check boxes for the element input value.

B. Database items are created by default for the element input values.

C. Select "Pay Separately" as the "Special Purpose" option.

D. Create an "Amount" input value at the element eligibility link level.

Correct Answer: A

QUESTION 11

You are configuring approvals under the Worksheets task list for an annual workforce compensation plan. Your customer wants the worksheets to be approved by different people other than the hierarchy determined for the plan.

How should you accomplish this? (Choose the best answer.)

A. Create an alternate manager approval hierarchy that overrides the plan hierarchy.

B. Create an alternate manager approval hierarchy and replace the plan hierarchy with the created alternate hierarchy.

C. Have the customer change the business process because you cannot have different approval hierarchies for the plan and the worksheet.

D. Create an alternate position approval hierarchy that overrides the plan hierarchy.

Correct Answer: D

QUESTION 12

Your client has a requirement where work-at-home assignments are not eligible for an employee compensation revision cycle. To facilitate capturing work-at-home assignment, you have created a custom column and associated a List of Values (LOV) with values "Yes" and "No". Now you wish to create an eligibility profile around this. Which is thecorrect option? (Choose the best answer.)

A. User-defined-criteria-based eligibility profile on "Work-at-home" and value = "Yes" with exclude option selected

B. User-defined-criteria-based eligibility profile on "Work-at-home" and value = "Yes" withexclude option deselected

C. User-defined-criteria-based eligibility profile on "Work-at-home" and value = "No" with exclude option selected

D. Derived-factor-based eligibility profile based on the "Work-at-home" column

Correct Answer: A

QUESTION 13

What classification can you use if employees submit timecards and you want absences taken by these employees to show on the statement of earnings? (Choose the best answer.)

A. Either Absence or Information Classification

B. Absence Classification

C. Standard Earnings Classification

D. Information Classification

E. Either Standard Earnings or Absence Classification

F. Any classification will result in the absences showing

Correct Answer: C

Reference:http://docs.oracle.com/cd/E25054_01/fusionapps.1111/e20376/F566545AN4D6 7C.htm(using the standard earnings classification)

QUESTION 14

A corporation has implemented Oracle Fusion Compensation for a manufacturing client. The Fusion consultant created a Bonus element with primary classification as Supplemental earning.

What is true about the subclassifications for the created element? (Choose the best answer.)

A. Sub-classifications provide a way to feed elements.

B. Once a sub-classification is associated with a classification, it cannot be associated with another classification.

C. A sub-classification name cannot be reused under a different primary classification.

D. Elements can have only one sub-classification.

Correct Answer: B

Reference: Subclassifications provide a way to feed balances. Elements can have only one primary and secondary classification, but multiple subclassifications. You can create subclassifications or use predefined ones. Once a subclassification isassociated with a classification it cannot be associated with another classification. A subclassification name can be reused under different primary classifications, but you will have to create separate balance feeds for each subclassification with the same name.

QUESTION 15

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 compensationamounts 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.

Correct Answer: ABCEF

Reference:https://docs.oracle.com/cd/E37583_01/doc.1116/e22776/F387083AN108D9.htm #F390541AN1090B

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