



# 1Z0-330<sup>Q&As</sup>

Oracle Workforce Rewards Cloud 2016 Implementation Essentials

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**QUESTION 1**

A compensation manager of a corporation is setting up a new salary basis for the employees. Which statement is true about payroll elements set up for a salary basis? (Choose the best answer.)

- A. Recruiting elements can be linked to multiple salary bases only if they are classified as earnings elements and configured to allow multiple entries in the same period.
- B. Recruiting elements can be linked to multiple salary bases only if they are classified as earnings elements, and they need not be configured to allow multiple entries in the same period.
- C. Multiple payroll elements can be attached a salary basis.
- D. Payroll elements of any classification type can be attached to a salary basis.

Correct Answer: A

Section: (none)

Reference: [http://docs.oracle.com/cd/E25054\\_01/fusionapps.1111/e20376/F566541AN41DF6.htm](http://docs.oracle.com/cd/E25054_01/fusionapps.1111/e20376/F566541AN41DF6.htm) (payroll element and input value)

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**QUESTION 2**

While you are setting up Stock Details, you notice that the details you entered are different from the ones showing up in system. What could have been the possible reasons for this? (Choose the best answer.)

- A. You may have forgotten to save the changes made.
- B. Another administrator might have accessed these settings after you have saved it.
- C. Network connectivity issue may have hindered your data being sent to the server.
- D. You do not have the privileges to change Stock Details.

Correct Answer: C

Section: (none)

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**QUESTION 3**

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



Correct Answer: BD

Section: (none)

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#### QUESTION 4

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

Correct Answer: BDEF

Section: (none)

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#### QUESTION 5

Your client wants you to create a single Compensation Change statement that includes compensation awarded for multiple plans. What would you, as an implementation consultant, advise your client? (Choose the best answer.)

- A. Create a Compensation Statement Plan with cross-references to compensation awarded in each plan.
- B. Create a custom data model that can pull compensation awarded from different plans and display the data using a BI publisher layout.
- C. Create a separate Change statement template for this purpose and associate it with the Statement group for which this is required.
- D. This is possible only in the on-premises model using customization and is not possible in an SaaS instance. Therefore, you would respond accordingly to the client.

Correct Answer: C

Section: (none)

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