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Oracle Workforce Rewards Cloud 2016 Implementation Essentials

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**QUESTION 1**

A corporation has implemented Oracle Fusion Workforce Compensation. The requirement is that Bonus Amount should be given only to the Full-Time Assignment category employees who work on weekly payroll. Additionally, the costing information must be transferred to General Ledger.

Which implementation approach is correct for creating the required element? (Choose the best answer.)

- A. creating an input value and setting up costing information at the input value level
- B. creating status processing rules and setting up costing information at the status processing level
- C. creating an element eligibility link and setting up costing information at the link level
- D. creating an auto-indirect rule and setting up costing information at the auto-indirect level

Correct Answer: C

Section: (none)

Reference: https://docs.oracle.com/cd/E18727_01/doc.121/e13559/T8916T8918.htm

QUESTION 2

A corporation has implemented Oracle Fusion Workforce Compensation. The consultant must now create an element eligibility link for an Earnings element. While creating the element eligibility link, which three options can be set up in the element eligibility work area? (Choose three.)

- A. general information
- B. input values
- C. costing
- D. status processing rules
- E. retroactive components
- F. auto indirect rules

Correct Answer: BCF

Section: (none)

QUESTION 3

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

Section: (none)

Reference: https://docs.oracle.com/cd/E37017_01/fusionapps.1115/e20376/F668086AN4EC23.htm (individual compensation plans: explained)

QUESTION 4

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.

Correct Answer: ABDE

Section: (none)

QUESTION 5

Identify three event-driven configurations that can be changed for the delivered variable allocation approval tasks as per business requirements. (Choose three.)

- A. Assignment and Routing Policies
- B. Escalation and Expiration Policies
- C. Approval and Rejection Policies
- D. Notification Settings
- E. Data Driven Routing

Correct Answer: ADE



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Section: (none)

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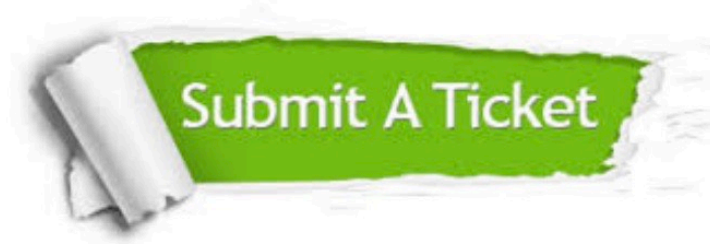
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