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Oracle Compensation Cloud 2020 Implementation Essentials

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QUESTION 1

When upper-level managers change the plan access of one or more lower-level managers, they receive a notification informing them about the change in access. Which option do they receive to act on the notification? (Choose the best answer.)

A. Accept

B. Reject

C. Dismiss

D. Reply

Correct Answer: D

QUESTION 2

Which four statements are true if you enable Performance Ratings and integrate with Oracle Fusion Performance Management? (Choose four.)

A. You can display overall and calculated performance ratings given in the Performance Management system and provide access to the full performance document from within the worksheet.

B. You select the performance template or document name and the period to make available, and whether to display only completed ratings or ratings in any status.

C. You have the option to update the overall performance rating, overall goal rating, and overall competency rating in the compensation worksheet.

D. You need to refresh the HR data for ratings updated in Performance Management so they are updated in the worksheet.

E. You can also display the Performance Rating History column in the worksheet to see historical ratings given in the Performance Management system.

Correct Answer: ABCD

Reference: https://docs.oracle.com/cd/E37583_01/doc.1116/e22776/F387136AN11E5B.htm (Display performance management ratings)

QUESTION 3

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.

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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

QUESTION 4

Which statement is true regarding elements? (Choose the best answer.)

A. Elements have possibly multiple primary classifications, one secondary classification, and one subclassification.

B. Elements have one primary classification, one secondary classification, and one subclassification.

C. Elements have possibly multiple primary classifications, possible multiple secondary classifications, and possibly multiple subclassifications.

D. Elements have one primary classification, possibly multiple secondary classifications, and possibly multiple subclassifications.

E. Elements have one primary classification, one secondary classification, and possibly multiple subclassifications.

Correct Answer: E

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 is associated 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 5

A corporation has generated total compensation statements and all workers received their total

compensation statements. As a compensation executive, you realize that some corrections are needed in

the generated statements.

Which corrective action will you take? (Choose the best answer.)

A. Educate the workers that corrections are not possible after the total compensation statements have been generated.

B. Ignore any corrective action.

C. Edit "Statement Definition," make the required corrections, and regenerate the total compensation statements as a newer version.

D. Start manual changes in each worker\'s total compensation statement.

Correct Answer: C

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QUESTION 6

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.

Correct Answer: C

QUESTION 7

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.

Correct Answer: A

QUESTION 8

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.

Correct Answer: ACD

QUESTION 9

Which two tasks are performed by compensation managers while determining budgets? (Choose two.)

A. Manually calculate budget amounts or automatically determine budget amounts by using a model.

B. With administrative budgeting, enable managers to award compensation within their allocated budget amounts by automatically publishing budget amounts.

C. Determine budget amounts offline by downloading budget details to a spreadsheet.

D. Publish budgets to line managers to distribute budgets down the reporting hierarchy or to allocate budget amounts at the employee level.

Correct Answer: BD

QUESTION 10

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.

Correct Answer: C

QUESTION 11

Your customer wants to limit contributions to a particular individual compensation plan to workers with at least a year of service. How should you accomplish this? (Choose the best answer.)

A. Create a relevant eligibility profile and associate it with the plan.

B. Create user-defined criteria, and then create the eligibility profile and plan.

C. Create a derived factor, and then create the eligibility profile and plan.

D. Create an eligibility profile with the exclude option and associate it with the plan

E. Use a fast formula to restrict access to the plan.

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Correct Answer: A

QUESTION 12

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.

Correct Answer: AC

Reference: https://docs.oracle.com/cd/E60665_01/common/FAIWC/F1443670AN12C58.htm#F595603AN1468A
https://docs.oracle.com/cd/E37583_01/fusionapps.1116/e20379/F720777AN425A7.htm

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QUESTION 13

A corporation is implementing Oracle Fusion Workforce Compensation and needs to set up the following

for all employees:

Salary paid based on the grades of employees.

Car allowance paid based on the department and position.

Spot bonus paid based on a committee\'s decision.

Identify the correct option for the setup. (Choose the best answer.)

A. Set up a salary basis for "Salary" and associate a grade rate matrix and the payroll element to it. Set up individual compensation plans for the car allowance and spot bonus, and restrict the access to line manager and HR specialist respectively. Additionally, add an eligibility profile to the car allowance to restrict it to specific departments and positions.

B. Set up a salary basis for "Salary" and associate a grade rate matrix to it, and add a car allowance and spot bonus as components for the salary basis along with Salary. Attach the required payroll elements to the salary. Have salary validations to restrict access and payment for specific departments and positions.

C. Set up on individual compensation plan with all three options. Add the required payroll elements and add restriction based on eligibility profiles and plan access.

D. Set up Salary and the spot bonus as two salary bases, because there are no eligibility restrictions. Set up the car allowance as an individual compensation plan. Add the required payroll elements and add eligibility profiles for the car allowance for specific departments and positions.

Correct Answer: D

QUESTION 14

An administrator of a corporation needs to view a worker\'s salary basis, change it, view the salary history,

and do a graphical analysis of changes made to the salary. However, the administrator is not able to do

these things.

Identify the three correct roles that will give the administrator access to complete the process. (Choose

three.)

A. Line Manager

B. Compensation Manager

C. HR Specialist

D. Expenses Manager

Correct Answer: ABC

QUESTION 15

What additional action would you recommend to your customer for worker-administered plans to control plan availability
in addition to HR actions? (Choose the best answer.)

A. Manage Individual Contribution

B. Manage Contributions

C. Manage Variable Allocations

D. Manage Worker Contributions

E. Allocate Workforce Compensation

Correct Answer: E

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