

Oracle Workforce Compensation Cloud 2017 Implementation Essentials

1. A corporation is implementing Oracle Fusion Workforce Compensation and has set up an individual compensation plan for a contribution. This contribution has to be approved by the four members in parallel.

A. Parallel approvals are supported and can be configured using Static approval groups. Only after all the approvers approve will the process end.

B. Parallel approvals are not fully supported, but notifications can be sent to all members in parallel using the list builder resource option and configuring Application Role. However, the first person who claims the notification can approve it, and this ends the process and the other members lose control over the approval of the notification.

C. Parallel approvals are supported by configuring the Application role option in the Resource list builder. Only after all the approvers approve will the process end.

D. A parallel approval option is not available and any approval configured is always sequential.

Answer(s): A

2. As an implementation consultant, you are defining entry values for an element in the Fusion application.

A. An element with the Automatic Entry option selected cannot allow multiple entries in the same period.

B. An element with the Automatic Entry option selected can allow multiple entries in the same period.

C. An element with the Automatic Entry option not selected cannot allow multiple entries in the same period.

D. An element with the Automatic Entry option selected can allow multiple entries in the same period, and an element with the Automatic Entry option not selected cannot allow multiple entries in the same period.

Answer(s): A

3. 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

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

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

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

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

Answer(s): D

4. You are an implementation consultant, and the client organization wants you to provide a solution for how not to display the welcome message in the total compensation statement.

A. Changing the welcome message is not possible.

B. Edit the "Do not display Welcome message" option in "Statement Definition."

C. Edit the "Do not display Welcome message" option in "Compensation Item."

D. Edit the "Do not display Welcome message" option in "Compensation Category."

Answer(s): B

5. 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. Non Monetary Values

D. more than one nonmonetary unit of measure

E. Text

Answer(s): A,C,E

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

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

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

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

Answer(s): A

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

A. It displays ineligible workers but managers cannot allocate compensation, promote workers, or rate worker performance.

B. It displays ineligible workers but managers can allocate compensation, promote workers, and rate worker 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(s): A

8. 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.

A. Only the first five active components will be loaded at a time by Integrated Workbook.

B. Only the first four active components will be loaded at a time by Integrated Workbook.

C. Integrated Workbook can be used to update all the seven components.

D. Only the first six active components will be loaded at a time by Integrated Workbook.

Answer(s): A

9. 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.

Answer(s): C,D,E

10. Employee X was hired on 5 March 2014 as a Web Designer and was reporting to Manager

A. Manager Y, because this is the original manager of Employee X.

B. Manager Z, because this is the current manager to whom Employee X is reporting.

C. Both Manager Y and Manager Z, because he has worked under both of them during the current cycle.

D. Employee X does not appear on any manager's sheet, because he will not be evaluated by the compensation plan.

Answer(s): D

11. 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. 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.

B. 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.

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(s): D

12. 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(s): C

13. Your customer's compensation manager needs 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

Answer(s): A,C,F,G

14. 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.

A. Job Level

B. Resource

C. Supervisory

D. Management Chain

E. Position

F. Department Level

Answer(s): A,B,C,F

15. Which alert is advised to be disabled when you are using HCM co-existence between Oracle PeopleSoft HCM and Oracle Fusion Compensation? (Choose the best answer.)

A. Allocation exceeding target

B. Employee termination

C. Leave of Absence

D. Any custom alert

Answer(s): C

16. What happens if eligibility requirements are different for components than they are for a plan? (Choose the best answer.)

A. Plan-level eligibility is ignored and a warning is reported.

B. This is not possible. Component-level eligibility is always identical to plan-level eligibility.

C. Component-level eligibility is ignored and a warning is reported.

D. Plan-level eligibility is evaluated before component-level eligibility.

E. Component-level eligibility is evaluated before plan-level eligibility.

Answer(s): D

17. Identify the list builder that is used in the delivered variable allocation task that appears to all allocations. (Choose the best answer.)

A. Position Hierarchy

B. Supervisory Hierarchy

C. Dynamic Approval Group

D. Auto Approval

E. Static Approval Group

Answer(s): A

18. 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. Plan Eligibility

B. Salary Component

C. Plan Access

D. Budget Pools

E. Action and Action Reasons

Answer(s): B

19. A corporation is implementing Oracle Fusion Workforce Compensation and must set up compensation history. Identify the three correct options regarding the salary component.

A. The base rate shown in the previous years is the pay rate on 31 December of each year.

B. The base rate shown in the salary section is the average of the pay rate for the entire year.

C. The base rate shown in the salary section is the most recent pay rate.

D. The growth rate shown in the details shows both cumulative and average annual salary growth rates.

Answer(s): A,C,D

20. The compensation manager wants to run the batch process to start the compensation cycle. Which statement correctly describes the Back Out Workforce Compensation Data process? (Choose the best answer.)

A. It backs out started and processed events for participants.

B. It removes unneeded transaction data from prior plan cycles.

C. It reverses a completed Start Workforce Compensation Cycle process or removes posted salary, payroll, and HR changes.

D. It backs out unrestricted events for participants.

Answer(s): C
