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Oracle Compensation Cloud 2022 Implementation Professional

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**QUESTION 1**

After creating a compensation plan and eligibility profiles, you are currently modeling the budget allocation. The HR manager informs you that one employee under Supervisor 1 has been seconded to a different country on a temporary basis with no changes to his employment terms and that this employee must be removed from the budgeting exercise. What is the correct way of achieving this? (Choose the best answer.)

- A. Use the Edit button in the Employee's included area while creating a model to exclude the employee.
- B. Modify the eligibility profile by using a formula to exclude the employee from appearing under Supervisor 1. After the compensation cycle is completed, revert the eligibility profile to its original form, if needed.
- C. Advise Supervisor 1 not to allocate any compensation for the employee. In the meanwhile, manually adjust the budget allocated to Supervisor 1 to exclude the employee's amount.
- D. Use the Include check box next to the employee's name in the Budget worksheet to exclude the employee from the cycle.

Correct Answer: C

QUESTION 2

Your customer's company spans multiple countries. It follows a global salary increase process in the month of May and awards bonuses twice a year in the month of June and December for workers who are employed in various countries. As an implementation consultant, you must define Statement Periods for the Compensation Statement. Which three options will you consider? (Choose three.)

- A. an optional welcome message
- B. the conversion rate date for currency conversions
- C. the date that statements become available to workers
- D. the date when bonus is awarded to workers
- E. the date when merit increases are awarded to workers

Correct Answer: ACD

QUESTION 3

As an implementation consultant, you are required to define the total compensation statement. You are creating the statement definitions for your compensation statement.

Which three statements are true about the statement definitions? (Choose three.)

- A. The statement definition acts as a template and determines the layout and content of the generated statement.
- B. The statement definition consists of compensation items added to compensation categories.
- C. Multiple legal employers, multiple countries, and multiple currencies cannot be included in one statement.



D. Compensation items with sources belonging to different legal employers cannot be added.

E. Reusing statement definitions by creating new statement periods and then modifying the definition for subsequent periods is not possible.

F. Edits to compensation categories affect all statement definitions that use that category.

Correct Answer: ABE

Reference:http://docs.oracle.com/cd/E25178_01/fusionapps.1111/e20376/F566544AN4ED_A9.htm

QUESTION 4

You create a compensation plan 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 plan and HR system

Correct Answer: A

QUESTION 5

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: B

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