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Oracle Compensation Cloud 2022 Implementation Professional

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**QUESTION 1**

The compensation administrator has configured an Annual Salary Review plan that is linked to the performance of employees so that the annual increment amount is based on the rating that an employee has received in the performance evaluation. The percentages are fixed for each of the ratings by using the dynamic column. All the managers have completed updating the worksheet and the information has been transferred to HR by running the Transfer Workforce Compensation Data to HR process.

After this, the compensation administrator realizes that the increment percentages for each of the ratings used in the dynamic column were incorrect. Now each of these incorrect salary records should be deleted and new correct salary record entries should be made for the employees in Manage Salary.

How should you accomplish this? (Choose the best answer.)

- A. Change the plan status to Inactivate and create a new compensation plan with correct percentage increase for each of the ratings.
- B. Correct the percentage increase for each of the ratings, run the Refresh Workforce Compensation Data process, and return the same compensation plan.
- C. Run the Back Out Workforce Compensation Data process, run the Refresh Workforce Compensation Data process, return the same compensation plan, and then transfer the data to HR.
- D. Run the Back Out Workforce Compensation Data process, correct the percentage increase for each of the ratings, run the Refresh Workforce Compensation Data process, and rerun the same compensation plan.
- E. Run the Back Out Workforce Compensation Data process, correct the percentage increase for each of the ratings, run the Refresh Workforce Compensation Data process, and rerun the same compensation plan. Finally transfer the data to HR.

Correct Answer: A

QUESTION 2

A corporation has implemented Oracle Fusion Workforce Compensation. A Salary basis has been created to manage employees' salaries. It has a payroll element attached. As part of the Salary changes, when the compensation manager is trying to update the Salary amounts, the same is not reflecting in the payroll elements entries of the employee.

Identify the two possible causes for the issue. (Choose two.)

- A. Automatic entry is checked for the payroll element used.
- B. Automatic entry is checked at the element eligibility link for the payroll element used.
- C. Salary basis is configured to be non-updatable.
- D. No components are defined to handle these salary adjustments.

Correct Answer: AC

**QUESTION 3**

The Budget Pool Storage Method selected is "Amount." One of the line managers in the organization has twenty employees reporting to him. One of the employees leaves the organization during the compensation cycle.

What will be the effect on the budget allocated to the Line Manager? (Choose the best answer.)

- A. The published budgets change when a manager's total eligible salary changes, such as when workers are reassigned.
- B. The published amounts stay with the manager when workers are reassigned or their eligibility changes.
- C. The published budgets change when a manager's total eligible salary changes, such as when workers eligibility changes.
- D. The published budgets is always a percentage of the total budget pool.

Correct Answer: B

QUESTION 4

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 5

Identify the two valid formula types applicable for Workforce Compensation Plans. (Choose two.)

- A. Compensation Currency Selection
- B. Compensation Organization Selection



C. Compensation Item Selection

D. Compensation Person Selection

E. Compensation amounts Selection

Correct Answer: CE

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