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Oracle Compensation Cloud 2022 Implementation Professional

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QUESTION 1

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 2

Which four tasks are part of Worksheet Configuration Options? (Choose four.)

- A. Models
- B. Components
- C. Performance ratings
- D. Compensation change statements
- E. Alerts
- F. Plan cycles

Correct Answer: BCDE

Reference: https://docs.oracle.com/cd/E37583_01/doc.1116/e22776/F387136AN11E5B.htm (see Worksheet)

QUESTION 3

You are the compensation manager of a corporation. Which four tasks can you perform while administering compensation for your workforce? (Choose four.)

- A. Create and manage models for use by line managers or by administrators to distribute compensation directly to employees.



- B. Override line manager allocations, job changes, and performance ratings.
- C. Maintain currency rates and access to plans from the watchlist.
- D. Override line manager allocations, job changes, and performance ratings.
- E. Analyze plan results.
- F. Run processes to initiate a compensation cycle.

Correct Answer: ABDF

QUESTION 4

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.

Correct Answer: C

Reference: <http://www.erpknowledge.com/>

QUESTION 5

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.

Which statement is true about the bulk update using Integrated Workbook? (Choose the best answer.)

- A. Integrated Workbook can be used to update all the seven components.
- B. Only the first four active components will be loaded at a time by Integrated Workbook.
- C. Only the first five active components will be loaded at a time by Integrated Workbook.
- D. Only the first six active components will be loaded at a time by Integrated Workbook.

Correct Answer: C

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