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Oracle Compensation Cloud 2022 Implementation Professional

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**QUESTION 1**

You client has a requirement that allows a salary adjustment based on the number of dependents the employee has, and this allowance must be mapped to a separate component. Because this allowance cannot have a logical mapping with any of the predefined components, you decide to create a new salary component called "Family Allowance".

Which option would you use to achieve this? (Choose the best answer.)

- A. The Configure Compensation Component task in Manage plans
- B. The Salary Component Lookup
- C. It is not possible to achieve this, because only the delivered salary components can be used.
- D. The Compensation Models

Correct Answer: B

Reference: https://docs.oracle.com/cd/E60665_01/common/FAIWC/F1477720AN1CD0E.htm#F1477720AN1CD0E

QUESTION 2

While administering compensation, the managers in the organization want to first allocate compensation to the outstanding performers with compa-ratio less than 80 and, therefore, want to view only this population. How would you, as a consultant, help the managers to achieve this? (Choose the best answer.)

- A. Use the Advanced Filter option in the worksheet to create a custom condition.
- B. Control the population by using eligibility profiles.
- C. Use the sort feature in the worksheet to control this.
- D. This cannot be done once the population is finalized and the compensation cycle is started.

Correct Answer: A

QUESTION 3

Which item is false regarding plan access? (Choose the best answer.)

- A. Compensation administrators have access to all plan configuration tasks for all plans.
- B. Compensation managers have access to the budget sheet and worksheets for all plans and employee administration tasks.
- C. A compensation administrator's general access cannot be overridden.
- D. A compensation administrator's general access can be overridden using roles.



Correct Answer: C

Reference: https://docs.oracle.com/cd/E37583_01/doc.1116/e22776/F387136AN11E5B.htm (plan foundation, second bullet)

QUESTION 4

Which three tasks are part of Plan Foundation Configuration Options? (Choose three.)

- A. Components
- B. Plan Currency
- C. Plan Access
- D. Alerts
- E. Feedback Survey

Correct Answer: ABC

Reference: http://docs.oracle.com/cd/E25054_01/fusionapps.1111/e20376/F606893AN43594.htm (plan foundation)

QUESTION 5

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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