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Oracle Compensation Cloud 2022 Implementation Professional

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**QUESTION 1**

As compensation manager, you are creating a Salary and Bonus earnings compensation item to define a total compensation statement. Per system requirements, you must select an appropriate source type to show the correct information on the statement.

Select the correct "Source Type". (Choose the best answer.)

- A. Salary Basis
- B. BenefitBalance
- C. Payroll Element
- D. Formula

Correct Answer: A

QUESTION 2

A corporation has implemented Oracle Fusion Workforce Compensation. A custom element was created to capture the entry value for four input values. Data load is performed by the Batch Loader, but the associated Daily Business Intelligence (DBI) is returning the entry value corresponding only to the first input value.

Identify the option that will enable the DBI to return all the input variables. (Choose the best answer.)

- A. Delete the existing element link and create a new element link, which will automatically create all four input values.
- B. Create a new element from scratch.
- C. This scenario cannot be implemented.
- D. Create status processing rules for the input values.

Correct Answer: B

QUESTION 3

Your customer wants to configure a workforce compensation plan with multiple cycles. Identify two correct statements about plan cycles. (Choose two.)

- A. A plan can have multiple compensation cycles, each with unique period dates.
- B. A plan can have multiple compensation cycles, each with same period dates.
- C. You can duplicate a cycle and specify the number of months to advance all dates.
- D. Each plan that requires a different cycle must be created manually.

Correct Answer: AC

**QUESTION 4**

Your customer has employees located in four countries (United 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 one salary basis and four different grade rates, and attach the grade rate to the salary basis at the employee level.
- B. 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.
- C. Create four salary bases and four grade rates, and attach the grade rates 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.

Correct Answer: C

QUESTION 5

During the compensation review cycle, which two actions occur when a manager is allocated a zero or null budget? (Choose two.)

- A. The manager can manually allocate some budget for his team.
- B. The manager does not have access to the plan.
- C. The manager will have read-only access.
- D. The available budget becomes negative when the manager makes allocations.

Correct Answer: AC

You can distribute initial budgets for one or more managers in the hierarchy. When the budget is zero or null, managers have read-only access to their budgets. A null budget contains no value. A zero budget means no amount is budgeted.

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