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**QUESTION 1**

You want to use the Workforce Compensation Budget pool for a workforce compensation plan. Select the tasks to be performed, in the correct sequence. (Choose the best answer.)

- A. Configure the workforce compensation budget pool, Configure the workforce compensation plan details, Run the Start Compensation Cycle process, Create the workforce compensation plan, Create at least one worksheet compensation component and associate the budget pool with it.
- B. Create the workforce compensation plan, Configure the workforce compensation budget pool, Configure the workforce compensation plan details, Create at least one worksheet compensation component and associate the budget pool with it, Run the Start Compensation Cycle process
- C. Create the workforce compensation plan, Configure the workforce compensation plan details, Configure the workforce compensation budget pool, Create at least one worksheet compensation component and associate the budget pool with it, Run the Start Compensation Cycle process.
- D. Create the workforce compensation plan, Configure the workforce compensation budget pool, Create at least one worksheet compensation component and associate the budget pool with it, Configure the workforce compensation plan details, Run the Start Compensation Cycle process.
- E. Run the Start Compensation Cycle process, Create the workforce compensation plan, Configure the workforce compensation budget pool, Create at least one worksheet compensation component and associate the budget pool with it, Configure the workforce compensation plan details.

Correct Answer: C

Reference: https://docs.oracle.com/cd/E60665_01/common/FACMC/F1441437AN11CE2.htm#F830583AN12663(tracking off-cycle compensation against a budget: procedure)

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#seeWorksheet

**QUESTION 3**

A corporation has implemented Oracle Fusion Workforce Compensation for a manufacturing client. As an implementation consultant, you are required to set up the Deduction elements to capture the employee's personal contributions.

Which four can be categorized as Deduction components corresponding to payroll deduction elements? (Choose four.)

- A. Wage basis rules
- B. References for calculation factors
- C. Deduction group
- D. Elements
- E. Input values
- F. Flat amount
- G. Balance feeds

Correct Answer: ABCD

Reference: http://docs.oracle.com/cd/E25054_01/fusionapps.1111/e20379/F597776AN358_E7.htm (Payroll Deduction Components at the Legislative Level: Examples)

QUESTION 4

Which two are element classification types? (Choose two.)

- A. Primary
- B. Secondary
- C. US-only
- D. International
- E. Global

Correct Answer: AB

QUESTION 5

As a compensation manager, you are generating a total compensation statement for a corporation. Which two options are mandatory to be used as inputs while generating the total compensation statement? (Choose two.)

- A. Statement Definition Name
- B. Statement Period
- C. Legal Employer



D. Compensation Category

Correct Answer: BD

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