



1Z0-330^{Q&As}

Oracle Workforce Rewards Cloud 2016 Implementation Essentials

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QUESTION 1

Which four options are valid refresh options for the Refresh Data process? (Choose four.)

- A. Refresh HR Data
- B. Refresh Base and Eligible Salary
- C. Refresh Plan Access
- D. Refresh Manager Hierarchy
- E. Reevaluate Eligibility
- F. Refresh Plan Currency
- G. Refresh summary totals

Correct Answer: ADEG

Section: (none)

Reference: https://docs.oracle.com/cd/E37583_01/doc.1116/e22776/F387136AN11E5B.htm (refresh column defaults)

QUESTION 2

Your client's organization is a multi-country organization with headquarters in the US, and managers have direct reports in different countries. In which three ways can the compensation currency be displayed? (Choose three.)

- A. Preferred currency
- B. Each employee's local currency
- C. The corporate currency
- D. Only one currency can be displayed

Correct Answer: ABC

Section: (none)

QUESTION 3

When a manager clicks the "Prepare in workbook" option, while processing compensation changes, what population would she or he see in the exported Excel spreadsheet? (Choose the best answer.)

- A. Budget sheet population
- B. Worksheet population
- C. Entire organization's population under that manager



- D. Direct Reports
- E. The filtered population

Correct Answer: B

Section: (none)

Reference: <https://docs.oracle.com/cloud/latest/common/FACMC.pdf> (page 18, last topic, last sentence)

QUESTION 4

A corporation has implemented Oracle Fusion Workforce Compensation. The consultant creates multiple elements to meet the business requirements.

Which three statements will help him to make a decision about the element classification? (Choose three.)

- A. Primary classifications are provided mainly to reflect tax legislation.
- B. Secondary classifications are subsets of the primary classifications.
- C. Predefined primary classifications cannot be removed or changed.
- D. Predefined secondary classifications can be removed or changed.
- E. Elements can have multiple primary and multiple secondary classifications.

Correct Answer: ABC

Section: (none)

Reference: https://docs.oracle.com/cloud/fare18/globalcs_gs/OAWRK/F1174250AN60F28.htm (manage element classifications)

QUESTION 5

Which two tasks are performed by compensation managers while determining budgets? (Choose two.)

- A. Manually calculate budget amounts or automatically determine budget amounts by using a model.
- B. With administrative budgeting, enable managers to award compensation within their allocated budget amounts by automatically publishing budget amounts.
- C. Determine budget amounts offline by downloading budget details to a spreadsheet.
- D. Publish budgets to line managers to distribute budgets down the reporting hierarchy or to allocate budget amounts at the employee level.

Correct Answer: BD

Section: (none)



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