



1Z0-330^{Q&As}

Oracle Workforce Rewards Cloud 2016 Implementation Essentials

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QUESTION 1

Identify the delivered workflow task for variable allocation approvals that has no rules. (Choose the best answer.)

- A. VariableAllocationTask
- B. VariableApprovalTask
- C. VariableAllocationFYITask
- D. VariableApprovalFYITask
- E. VariableContributionTask

Correct Answer: D

Section: (none)

None of the FYI approval workflow tasks have rules. The non-FYI workflow tasks are configured such that if the rule applies, then the notification is routed using the Supervisory list builder and response is required.

QUESTION 2

What are the two correct options with respect to budgeting when the salary has multiple components? (Choose two.)

- A. Budgets can be separate for each component.
- B. Budgets cannot be separate for each component.
- C. Multiple components can have a single budget.
- D. Multiple components cannot have a single budget.

Correct Answer: AC

Section: (none)

If you use budgeting, you can have separate budgets for each component or link multiple components to a single budget. You can also link budgets to off-cycle compensation plans. For example, you can give a manager a single annual

budget amount and draw both focal and off-cycle awards from the same budget pool. Once you enable budgeting, you configure how data displays on the budget page, such as data display order, available menu actions, and text instructions

to the managers. Also, you can copy a budget page layout from another plan.

QUESTION 3

Identify the three choices available when configuring approvals. (Choose three.)



- A. Approval mode
- B. Submit mode
- C. Alternate approver hierarchy
- D. Auto Approval

Correct Answer: ABC

Section: (none)

Reference: <http://www.oracle.com/technetwork/fusion-apps/compensationmanagement-e22776-02-1514585.pdf> (p.45)

QUESTION 4

Which alert is advised to be disabled when you are using HCM co-existence between Oracle PeopleSoft HCM and Oracle Fusion Compensation? (Choose the best answer.)

- A. Allocation exceeding target
- B. Employee termination
- C. Leave of Absence
- D. Any custom alert

Correct Answer: C

Section: (none)

Reference: https://docs.oracle.com/cd/E37583_01/doc.1116/e22776/F387136AN11E5B.htm (see the note under worksheet)

QUESTION 5

Your client wants you to create a single Compensation Change statement that includes compensation awarded for multiple plans. What would you, as an implementation consultant, advise your client? (Choose the best answer.)

- A. Create a Compensation Statement Plan with cross-references to compensation awarded in each plan.
- B. Create a custom data model that can pull compensation awarded from different plans and display the data using a BI publisher layout.
- C. Create a separate Change statement template for this purpose and associate it with the Statement group for which this is required.
- D. This is possible only in the on-premises model using customization and is not possible in an SaaS instance. Therefore, you would respond accordingly to the client.

Correct Answer: C

Section: (none)



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