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**QUESTION 1**

Identify three correct statements about changes in an employee's compensation when the employee's FTE value changes in employment. (Choose three.)

- A. If the salary record has the end date before the current date, FTE is fetched as of the salary end date and Annual Salary and Annual FT Salary are calculated by using that value.
- B. If the salary record end date is 31-DEC-4712 (that is, the date is "blank" in the salary UI), the FTE value is fetched as of the current system date and Annual Salary and Annual FT Salary are calculated by using that value.
- C. If the salary start date is after the current date (that is, it is a future-dated salary record), the FTE value is fetched as of the salary start date and Annual Salary and Annual FT Salary are calculated by using that value.
- D. If the salary record has the end date after the current date, FTE is fetched as of the salary end date and Annual Salary and Annual FT Salary are calculated by using that value.
- E. If the salary record end date is the same as the current date, FTE is fetched as of the salary end date and Annual Salary and Annual FT Salary are calculated by using that value.

Correct Answer: B

Section: (none)

QUESTION 2

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)

QUESTION 3

Which four statements are true if you enable Performance Ratings and integrate with Oracle Fusion Performance Management? (Choose four.)

- A. You can display overall and calculated performance ratings given in the Performance Management system and provide access to the full performance document from within the worksheet.
- B. You select the performance template or document name and the period to make available, and whether to display



only completed ratings or ratings in any status.

C. You have the option to update the overall performance rating, overall goal rating, and overall competency rating in the compensation worksheet.

D. You need to refresh the HR data for ratings updated in Performance Management so they are updated in the worksheet.

E. You can also display the Performance Rating History column in the worksheet to see historical ratings given in the Performance Management system.

Correct Answer: ABCD

Section: (none)

Reference: https://docs.oracle.com/cd/E37583_01/doc.1116/e22776/F387136AN11E5B.htm (Display performance management ratings)

QUESTION 4

A corporation has implemented Oracle Fusion Workforce Compensation. Per business requirements, the Fusion consultant must integrate Oracle Fusion Workforce Compensation with Oracle Fusion Benefits to fetch the value of Benefits Amount as one of the input values for the Benefit element to get the eligible salary of an employee for the compensation process.

Identify the option that will enable fetching of the Benefits Amount value. (Choose the best answer.)

A. Select the "Allow User Entry" and "Create a Database Item" check boxes for the element input value.

B. Database items are created by default for the element input values.

C. Select "Pay Separately" as the "Special Purpose" option.

D. Create an "Amount" input value at the element eligibility link level.

Correct Answer: A

Section: (none)

QUESTION 5

As a Fusion implementation consultant, you are configuring Fusion HCM Compensation Management module for a manufacturing client. Which three statements are correct in relation to compensation statement display options? (Choose three.)

A. You can hide table columns.

B. You can configure display of zero values.

C. You cannot hide regions for graphs or descriptions at the statement definition setup level.

D. You cannot exclude a category from the statement summary at the category setup level.



E. You cannot include and hide the welcome message at the statement definition setup level.

F. You can hide or show the estimated amount indicator at the category setup level.

Correct Answer: BCF

Section: (none)

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