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Oracle Compensation Cloud 2020 Implementation Essentials

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QUESTION 1

While creating a compensation plan, the compensation manager of your client\\'s organization chooses to enable Compensation Change statement. As an implementation consultant, which is the dependent configuration that you would advise the compensation manager to perform? (Choose the best answer.)

A. Enable components and create at least one component (Configure Compensation Components).

B. Enable the Communications tab type (Configure Worksheet Page Layout).

C. Enable components and create a component linked to the budget pool (Configure Compensation Components).

D. Configure related components (Configure Worksheet Page Layout: Detail Table tab.)

Correct Answer: C

Reference: https://docs.oracle.com/cd/E37583_01/doc.1116/e22776/F387136AN11E5B.htm (task dependencies, see the last row of the table)

QUESTION 2

An employee of a corporation is on a weekly payroll with an hourly rate of 20 USD. Identify the correct option for the frequency shown in the base rate of compensation history. (Choose the best answer.)

A. hourly, because the employee has hourly pay

B. weekly, because the employee is on a weekly payroll

C. annually, because the history must always be shown with annual amounts

D. the frequency of the employee\\'s salary basis

Correct Answer: B

QUESTION 3

A corporation needs to set up a compensation plan for a vehicle allowance that will allow different amounts

for different types and models of vehicles.

How can you achieve the desired results? (Choose the best answer.)

A. Configure one compensation plan and add as many options as three are allowed for vehicle types and models. Define eligibility and associate the same payroll element to all the options such that an employee can use only one option.

B. Configure as many compensation plans as there are allowed types and models of vehicles, because options cannot have eligibility profiles associated, and use different payroll elements for each of them.

C. Configure one compensation plan, add as many options as there are allowed for different types and models. Define eligibility and associate the different payroll elements to all the options such that any payroll element can be associated

with only one plan and option.

D. Configure as many compensation plans as there are different types and models, because options cannot have associated eligibility profiles, and use the same payroll element for all of them.

Correct Answer: C

QUESTION 4

Your client has a requirement where work-at-home assignments are not eligible for an employee compensation revision cycle. To facilitate capturing work-at-home assignment, you have created a custom column and associated a List of Values (LOV) with values "Yes" and "No". Now you wish to create an eligibility profile around this. Which is the correct option? (Choose the best answer.)

A. User-defined-criteria-based eligibility profile on "Work-at-home" and value = "Yes" with exclude option selected

B. User-defined-criteria-based eligibility profile on "Work-at-home" and value = "Yes" with exclude option deselected

C. User-defined-criteria-based eligibility profile on "Work-at-home" and value = "No" with exclude option selected

D. Derived-factor-based eligibility profile based on the "Work-at-home" column

Correct Answer: A

QUESTION 5

You are responsible for configuring an individual compensation plan with multiple options. Which two statements are true about the plan options? (Choose two.)

A. You can associate each option with the same payroll element and input value.

B. You can associate each option with only one payroll element and input value.

C. You can associate each payroll element with only one plan and option.

D. You can associate each payroll element with multiple plans and options.

E. You can associate each payroll element with one option but with multiple plans.

Correct Answer: BD

QUESTION 6

What happens when you define Workforce Compensation Plan components but the employees to whom the compensation change is being administered does not have any component in his or her salary? (Choose the best answer.)

A. The sum of all components identified to be posted as salary is posted as a single salary adjustment amount to the employee\\'s salary record.

B. The first component is automatically mapped to the salary and the amount associated with this component is posted

as a salary adjustment to the employee record.

C. The last component is automatically mapped to the salary and the amount associated with this component is posted as a salary adjustment to the employee record.

D. The component adjustment is not posted as a salary adjustment to the employee\\'s record. While designing the compensation plan, it has to be kept in mind that the plan components must have a direct mapping with the employee\\'s salary components.

Correct Answer: C

QUESTION 7

A corporation needs to set up a compensation plan for a Housing allowance that will allow the company to grant these allowances to only employees above a particular role. Identify the option that indicates the correct way of implementing it. (Choose the best answer.)

A. Set up role-based security to the individual compensation work area so that only managers are allowed.

B. Set up access restrictions to the individual compensation plan using the correct HR action so that it can be added only to the specific roles.

C. They payroll administrator must add the element to the employees in the specified roles, because this cannot be achieved through configuration.

D. Set up a salary basis and restrict the eligibility to the required roles.

Correct Answer: C

QUESTION 8

The Fusion Compensation module must be integrated with Fusion Performance Rating. In which three ways can the performance rating be made available? (Choose three.)

A. Integrate with Oracle Fusion Performance Management.

B. Use compensation performance ratings.

C. Use both Performance Management ratings and compensation ratings.

D. Integrate with Oracle Fusion Goal Management.

E. Integrate with Oracle Fusion Profile Management.

Correct Answer: ABC

QUESTION 9

You have configured a compensation plan to include ratings from the performance management system. For one particular division, the performance ratings have not been finalized and are shown as blank on the compensation worksheet. The manager updates the performance rating while allocating compensation. What happens in this case?

(Choose the best answer.)

A. The rating will be available to only the plan where it is updated.

B. The rating will be available to all plans that are currently active.

C. The rating will be available in the Performance document in the performance system.

D. The rating will be available to only the plans where the same manager is involved.

Correct Answer: C

QUESTION 10

Your client wants to offer a spot incentive bonus to hourly employees who worked 100 percent of their scheduled shift hours in a three-month period. What type of eligibility profile can you use in this case? (Choose the best answer.)

A. Employment-criteria-based eligibility profile

B. User-defined-criteria-based eligibility profile

C. Derived-factor-based eligibility profile

D. Fast-formula-based eligibility profile

Correct Answer: B

Reference: http://docs.oracle.com/cd/E15586_01/fusionapps.1111/e20379/F344193AN3294E.htm

QUESTION 11

As an implementation consultant, you are required to define a total compensation statement. You are creating the compensation items for Salary, Merit Increase, and so on. Identify one set of values that Compensation Items can hold. (Choose the best answer.)

A. Monetary, Nonmonetary, Date, Text

B. Monetary, Nonmonetary, Timestamp, Text

C. Monetary, Timestamp, Boolean

D. Monetary, Nonmonetary, Date, Boolean

Correct Answer: B

Reference: https://docs.oracle.com/cd/E37583_01/doc.1116/e22776/F387366AN19E05.htm

QUESTION 12

As 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

QUESTION 13

Your client has set up an individual compensation plan for a contribution towards a retirement benefit. This contribution must be approved by the three-level manager hierarchy. While setting up the approval hierarchy, the compensation administrator wanted to set up notifications for any errors occurring during the workflow. Identify the three allowed options needed to set up notifications accordingly. (Choose three.)

A. Individual users

B. Groups

C. Application roles

D. Duty roles

Correct Answer: BCD

QUESTION 14

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

QUESTION 15

Which is the correct priority of deduction information from highest to lowest? (Choose the best answer.)

A. 1.Personal deduction card (payroll relationship level). 2. Tax reporting unit deduction card. 3. Payroll statutory unit deduction card. 4. Payroll deduction range values (legislative data group level).

B. 1. Personal deduction card (payroll relationship level). 2. Payroll statutory unit deduction card. 3. Tax reporting unit deduction card. 4. Payroll deduction range values (legislative data group level).

C. 1. Payroll statutory unit deduction card. 2. Tax reporting unit deduction card. 3. Payroll deduction range values (legislative data group level) 4. Personal deduction card (payroll relationship level).

D. 1.Personal deduction card (payroll relationship level). 2. Payroll deduction range values (legislative data group level) 4. Payroll statutory unit deduction card. 4. Tax reporting unit deduction card.

Correct Answer: A

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