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**QUESTION 1**

While working on the compensation changes in an Excel workbook, a manger selects the Upload option and then tries to immediately download the uploaded data. As a consultant, you advise him not to do so because of which reason? (Choose the best answer.)

- A. This action causes the committed data to roll back, thereby revoking the changes processed.
- B. This action causes the committed data to download immediately, thereby obscuring the error messages.
- C. The data uploaded takes some time to be processed by the server and, therefore, when download is clicked immediately, it might still show the older data.
- D. When the Upload button is clicked, the data is loaded to a staging table and an upload process is triggered. This process has to complete successfully before the new data can be downloaded.

Correct Answer: D

Section: (none)

QUESTION 2

The Budget Pool Storage Method selected is "Amount." One of the line managers in the organization has twenty employees reporting to him. One of the employees leaves the organization during the compensation cycle. What will be the effect on the budget allocated to the Line Manager? (Choose the best answer.)

- A. The published budgets change when a manager's total eligible salary changes, such as when workers are reassigned.
- B. The published amounts stay with the manager when workers are reassigned or their eligibility changes.
- C. The published budgets change when a manager's total eligible salary changes, such as when workers eligibility changes.
- D. The published budgets is always a percentage of the total budget pool.

Correct Answer: C

Section: (none)

QUESTION 3

Identify the four correct options about the summary tables in the compensation history. (Choose four.)

- A. The Salary summary table gives detailed information about salary history, percentage change, compa- ratio, and growth rate.
- B. The Stock summary table gives detailed information about grant date and price, granted, vested, and unvested shares, and the estimated value of unvested shares.
- C. The summary table of other compensation gives detailed information about effective date, amount, currency, and



grand total information about all awards.

D. The summary table of recruiting payments gives detailed information about effective date, amount, currency, and grand total information for an individual award or compensation amounts.

E. The summary table of payroll elements gives detailed information about element, input value, actual value and the grand total for the year.

Correct Answer: ABDE

Section: (none)

QUESTION 4

Employee X was hired on 5 March 2014 as a Web Designer and was reporting to Manager Y. On 10 September 2014, this employee was transferred to Manager Z to work as an Online Campaign designer. The company where Employee X works is doing a compensation cycle for the current year starting 1 October 2014. The employee record set up in the plan setting is "Employment terms," while the Legal Employer of Employee X uses a two-tier model.

On which manager's worksheet does Employee X appear? (Choose the best answer.)

A. Manager Y, because this is the original manager of Employee X.

B. Manager Z, because this is the current manager to whom Employee X is reporting.

C. Both Manager Y and Manager Z, because he has worked under both of them during the current cycle.

D. Employee X does not appear on any manager's sheet, because he will not be evaluated by the compensation plan.

Correct Answer: D

Section: (none)

QUESTION 5

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: BCD

Section: (none)

**QUESTION 6**

Your customer has employees located in four countries (United States, Japan, India, and Germany) and each country has a specific salary range. How would you configure the salary bases? (Choose the best answer.)

- A. Create one salary basis and four different grade rates, and attach the grade rate to the salary basis at the employee level.
- B. Create four salary bases and one grade rate, and define different ranges for the same grade rate while attaching the grade rate to the salary bases.
- C. Create four salary bases and four grade rates, and attach the grade rates to the salary bases.
- D. Create one salary basis and one grade rate, and define different ranges for the salary basis at the employee level.

Correct Answer: C

Section: (none)

QUESTION 7

During the Compensation Review cycle for the year 2014-15, the manager processes his direct reports compensation changes per the model created by him. After making the changes in the worksheet, the manager submits the proposed changes to the next level manager in the hierarchy for approval. What will the Manager status appear as in the workforce compensation area? (Choose the best answer.)

- A. In Approvals
- B. Processed
- C. Fully Approved
- D. Submitted
- E. Work in Progress

Correct Answer: A

Section: (none)

QUESTION 8

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

Section: (none)

QUESTION 9

A corporation has implemented Oracle Fusion Workforce Compensation and set up an individual compensation plan with the following details.

Name: Variable component

Restrict plan access: Yes

Action: Manage Contributions

Access Level: New

Allocations: Always Allow

Update Allocations: Never Allow

Discontinue Allocations: "Allowed during a specific period" with the period start and end dates configured. Identify the correct option for the possible actions. (Choose the best answer.)

A.

All Employees will be able to start the contribution anytime, update never, but discontinue during the period defined.

B.

Only managers will be able to start the contribution anytime, update never, but discontinue during the period defined for any specific employee by using the manager dashboard.

C.

The plan setup is always for HR to take actions and, therefore, only HR will be able to start the contribution anytime, update never, but discontinue during the period defined for any specific employee.

D.

The contribution will be automatically added to all the employees in the payroll and HR can discontinue allocations on a request basis.

Correct Answer: C

Section: (none)

QUESTION 10

Your customer's company spans multiple countries. It follows a global salary increase process in the month of May and



awards bonuses twice a year in the month of June and December for workers who are employed in various countries. As an implementation consultant, you must define Statement Periods for the Compensation Statement. Which three options will you consider? (Choose three.)

- A. an optional welcome message
- B. the conversion rate date for currency conversions
- C. the date that statements become available to workers
- D. the date when bonus is awarded to workers
- E. the date when merit increases are awarded to workers

Correct Answer: ACD

Section: (none)

QUESTION 11

Identify three event-driven configurations that can be changed for the delivered variable allocation approval tasks as per business requirements. (Choose three.)

- A. Assignment and Routing Policies
- B. Escalation and Expiration Policies
- C. Approval and Rejection Policies
- D. Notification Settings
- E. Data Driven Routing

Correct Answer: ADE

Section: (none)

QUESTION 12

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)



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