

QUESTION: 1

What are two attributes of primary element classifications? (Choose two.)

- Option A : They are globally applicable.
- Option B : They are editable.
- Option C : They are user defined.
- Option D : They are not editable.
- Option E : They are predefined.

Correct Answer: C,D

QUESTION: 2

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.)

- Option A : Statement Definition Name
- Option B : Statement Period
- Option C : Legal Employer
- Option D : Compensation Category

Correct Answer: B,D

QUESTION: 3

In the workforce compensation work area, the Manager's Worksheet Status is "In Approvals". What progress has the compensation manager made through a workforce compensation cycle? (Choose the best answer.)

- Option A : A budget was published to the manager.
- Option B : The manager submitted his or her worksheet for approval.
- Option C : The first-level manager approved the manager's worksheet.
- Option D : The highest-level manager or approver in the approval hierarchy approved the manager's worksheet.
- Option E : The manager saved some changes to his or her worksheet.

Correct Answer: C

QUESTION: 4

Which two methods can be used by the compensation administrator to publish budgets?

(Choose two.)

- Option A : Publish budgets manually.

- Option B : Copy budget amounts from a previous cycle.
- Option C : Use a model to distribute budgets.
- Option D : Publish budgets automatically by running the Build Model process.

Correct Answer: A,C

QUESTION: 5

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.)

- Option A : The rating will be available to only the plan where it is updated.
- Option B : The rating will be available to all plans that are currently active.
- Option C : The rating will be available in the Performance document in the performance system.
- Option D : The rating will be available to only the plans where the same manager is involved.

Correct Answer: C

QUESTION: 6

Your customer must use Grade Ladders to suit the industry in which it operates. How should you define the Grade Ladders that the customer needs? (Choose the best answer.)

- Option A : by associating the Grade Ladders with legal entities
- Option B : by using LDG-specific Grade Min, Max, and Mid Point rate values
- Option C : by using Min, Max, and Mid Point rate values
- Option D : by using steps and rate values

Correct Answer: C

QUESTION: 7

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

- Option A : The Salary summary table gives detailed information about salary history, percentage change, compa-ratio, and growth rate.
- Option 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.
- Option C : The summary table of other compensation gives detailed information about effective date, amount, currency, and grand total information about all awards.
- Option 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.
- Option 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: A,B,D

QUESTION: 8

While configuring the Budget page, you are setting the properties of the Job column. Which two sections are available in the properties for the Job column? (Choose two.)

- Option A : General
- Option B : Default Value
- Option C : Information
- Option D : Legal Employer

Correct Answer: A,B

QUESTION: 9

The Compensation and Benefits policy defined for your organization limits contingent workers from getting an increment as part of the Annual Salary Review. As a result, the contingent workers are excluded in the eligibility profile and ineligible workers are not tracked as part of the Annual Salary Review Compensation Plan. A recent change to this policy enforced a minimum increment for the entire contingent worker population.

Consequently, the compensation administrator ran the Refresh Data process to update the worksheets and include the contingent workforce but none of the contingent workers are included. What should the compensation administrator do to bring the contingent workers into the manager's compensation worksheet? (Choose the best answer.)

- Option A : Rerun the Refresh Workforce Compensation Data process by selecting Refresh Option - Reevaluate Eligibility.
- Option B : Update the eligibility profile to include the contingent workers and rerun the Refresh Workforce Compensation Data process by selecting Refresh Option - Reevaluate Eligibility.
- Option C : Update the eligibility profile to include the contingent workers and run the Start Workforce Compensation Cycle process
- Option D : Run the Start Workforce Compensation Cycle process.

Correct Answer: B

QUESTION: 10

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

- Option A : VariableAllocationTask
- Option B : VariableApprovalTask

Option C : VariableAllocationFYITask
Option D : VariableApprovalFYITask
Option E : VariableContributionTask

Correct Answer: D

Explanation/Reference:

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: 11

A manager publishes budgets as amounts to the managers reporting to him. The following table shows the allocations made to each direct report (managers) and the total salaries of the employees in their chain.

Direct Report	Total eligible Salary	Allocated Budget amount	Calculated Budget percentage
Manager 1	\$ 100,000	\$ 10,000	10%
Manager 2	\$ 500,000	\$ 50,000	10%
Manager 3	\$ 400,000	\$ 40,000	10%
Total	\$ 1,000,000	\$ 100,000	10%

Now, one of Manager 2's employees with eligible salary of \$ 100,000 is reassigned to Manager 3. What will be the impact on Budget Percentage? (Choose the best answer.)

- Option A : No impact. The budget allocated to the employee will automatically be allocated to Manager 3. Budget percentage will remain as 10.
- Option B : Allocated budget will not change. Budget percentage of Manager 2 will increase to 12.5% and Manager 3 will decrease to 8%.
- Option C : Allocated budget will no change. Budget percentage of Manager 3 will increase to 12.5% and Manager 2 will decrease to 8%.
- Option D : Budget allocated for the employee will be released back to the manager for reallocation. Budget percentage will remain unchanged.

Correct Answer: B

QUESTION: 12

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.)

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

- Option B : Database items are created by default for the element input values.
- Option C : Select “Pay Separately” as the “Special Purpose” option.
- Option D : Create an “Amount” input value at the element eligibility link level.

Correct Answer: A

QUESTION: 13

As compensation administrator, you are required to show “Actual amounts paid to the worker” in the Total Compensation Statement. To meet this requirement, which component must be created? (Choose the best answer.)

- Option A : Compensation Item
- Option B : Compensation Category
- Option C : Compensation Source
- Option D : Compensation Statement Definition

Correct Answer: C

QUESTION: 14

A corporation has implemented Oracle Fusion Workforce Compensation. The requirement is that BonusAmount should be given only to the Full-Time Assignment category employees who work on weekly payroll. Additionally, the costing information must be transferred to General Ledger. Which implementation approach is correct for creating the required element? (Choose the best answer.)

- Option A : creating an input value and setting up costing information at the input value level
- Option B : creating status processing rules and setting up costing information at the status processing level
- Option C : creating an element eligibility link and setting up costing information at the link level
- Option D : creating an auto-indirect rule and setting up costing information at the auto-indirect level

Correct Answer: C

QUESTION: 15

You are responsible for configuring variable allocations to manage approvals for individual compensation plans. Your company wants to control plan availability by using defaults. What are the default attributes of the actionable Variable Allocation task? (Choose the best answer.)

- Option A : The task is only for notification and has no rules.
- Option B : The task applies to all allocations, uses two levels of the Supervisory list builder, and does not require a response from the current approver.
- Option C : The task applies to selected allocations, uses two levels of the Supervisory list builder, and requires a response from the current approver.

Option D : The task applies to all allocations, uses two levels of the Supervisory list builder, and requires a response from the current approver.

Correct Answer: C

QUESTION: 16

Your customer provides compensation such as salary, bonus earnings (paid twice a year), commissions, stock options, and company-paid taxes to its workers. The customer wants you to implement Compensation Statements with graphs. Which three values of the graph column will you exclude? (Choose three.)

Option A : Dates

Option B : Monetary Values

Option C : more than one nonmonetary unit of measure

Option D : Non Monetary Values

Option E : Text

Correct Answer: A,D

QUESTION: 17

Plan access restrictions control the situations in which an individual compensation plan is available for allocations or contributions by a line manager or worker, and regulate a user's ability to create, update, or discontinue allocations or contributions under the plan. What are three common decisions to make about plan access? (Choose three.)

Option A : If user access should be based on career levels or earnings thresholds

Option B : If the plan is going to require updates that are driven by business users in the time frame of the next payroll cycle

Option C : if there should be a "whie list" name criteria for access to the plan

Option D : if plan access should be related to HR actions

Option E : if there should be a time period in which a user can create, update, or discontinue allocations or contributions

Option F : whether or not to restrict access to the plan at all

Correct Answer: A,D