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Oracle Compensation Cloud 2020 Implementation Essentials

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QUESTION 1

You are an implementation consultant, and the client organization wants you to provide a solution for how not to display the welcome message in the total compensation statement. What will your answer in this situation be? (Choose the best answer.)

- A. Changing the welcome message is not possible.
- B. Edit the "Do not display Welcome message" option in "Statement Definition."
- C. Edit the "Do not display Welcome message" option in "Compensation Item."
- D. Edit the "Do not display Welcome message" option in "Compensation Category."

Correct Answer: B

Reference: https://docs.oracle.com/cd/E37583_01/doc.1116/e22776/F387366AN19E05.htm (creating a statement definition)

QUESTION 2

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 3

Your customer's compensation manager needs to know, what are the four valid statuses of the compensation worksheet? (Choose four.)

- A. Budget Available
- B. Started
- C. Submitted
- D. Partially approved



E. Unprocessed

F. Fully Approved

G. Processed

H. Closed

Correct Answer: ACFG

Reference: https://docs.oracle.com/cloud/farel8/globalcs_gs/FACMC/F1098201AN10E27.htm#F1097486AN110 1C

QUESTION 4

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 5

An administrator of a corporation must generate the compensation statements for the workers to notify them about their compensation details.

Identify the correct role that will give the administrator access to complete the process. (Choose the best answer.)

A. Compensation Administrator

B. Compensation Manager

C. Line Manager

D. HR Specialist

Correct Answer: C

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