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Oracle Compensation Cloud 2020 Implementation Essentials

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QUESTION 1

When a manager clicks the "Prepare in workbook" option, while processing compensation changes, what population would she or he see in the exported Excel spreadsheet? (Choose the best answer.)

A. Budget sheet population

B. Worksheet population

C. Entire organization\\\'s population under that manager

D. Direct Reports

E. The filtered population

Correct Answer: B

Reference: https://docs.oracle.com/cloud/latest/common/FACMC.pdf (page 18, last topic, last sentence)

QUESTION 2

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

A. VariableAllocationTask

B. VariableApprovalTask

C. VariableAllocationFYITask

D. VariableApprovalFYITask

E. VariableContributionTask

Correct Answer: D

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 3

Your client\\\'s compensation plan for employees includes a component that is based on years of service in the organization. If a person completes 10 years in the company, he or she will be eligible for a seniority component and the associated fixed salary amount. What type of eligibility profile you would need to create in order to track work experience of people? (Choose the best answer.)

A. Employment-based eligibility criteria suing hire date

B. Derived -factor-based eligibility criteria using length of service

C. User-defined-criteria-based eligibility profile using hire date

D. Employment-based-eligibility-criteria using length of service

Correct Answer: D

QUESTION 4

Identify the four components that can be included in a fast formul

A. (Choose four.)

B. Output statement

C. Input statement

D. Comments

E. Assignment statements

F. Symbolic variables

G. Conditions

Correct Answer: BCDF

Reference: http://docs.oracle.com/cd/E37583_01/doc.1116/e36894.pdf (p.19)

QUESTION 5

A corporation has generated total compensation statements and all workers received their total

compensation statements. As a compensation executive, you realize that some corrections are needed in

the generated statements.

Which corrective action will you take? (Choose the best answer.)

A. Educate the workers that corrections are not possible after the total compensation statements have been generated.

B. Ignore any corrective action.

C. Edit "Statement Definition," make the required corrections, and regenerate the total compensation statements as a newer version.

D. Start manual changes in each worker\\'s total compensation statement.

Correct Answer: C

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