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QUESTION 1

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.11111/e20379/F344193AN329_4E.htm

QUESTION 2

As an implementation consultant, you have defined a total compensation statement. From a security perspective, you are required to identify a key user who will have access to view the total compensation statement.

Which role is mandatory to view the compensation statement? (Choose the best answer.)

- A. CompensationAnalyst
- B. Compensation Executive
- C. Compensation Specialist
- D. Compensation Manager

Correct Answer: A

QUESTION 3

What is the relationship between Net Pay and Earnings? (Choose the best answer.)

- A. Net Pay is a calculated balance that is the sum of standard earnings and supplemental earnings minus all the deductions calculated for the run.
- B. Net Pay is a calculated balance that is standard earnings minus all the deductions calculated for the run.
- C. Net Pay is a calculated balance that is the sum of standard earnings and supplemental earnings for the run.
- D. Net Pay is a calculated balance that is the sum of standard earnings and supplemental earnings minus all the non-voluntary deductions calculated for the run.

Correct Answer: A

Reference:https://docs.oracle.com/cd/E37583_01/fusionapps.11116/e20379/F720777AN425_A7.htm (remuneration)



QUESTION 4

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/18/globalcs_gs/FACMC/F1098201AN10E27.htm#F1097486AN1101C

QUESTION 5

You have created a compensation plan and configured the plan details. However, when you try to run the "Start Compensation Cycle" process, you are not able to see the plan you created in the list that appears.

Which three options could be possible reasons for this? (Choose three.)

- A. Your user role does not have access to view the plan.
- B. The compensation administrator or equivalent role is not attached to your plan.
- C. Access to the compensation administrator role is restricted in Plan Access.
- D. Restrict Plan access is set to "NO"; however, the roles that are allowed are not specified.
- E. Restrict Plan access is set to "Yes" and the compensation administrator role is added to the list of roles in "Plan access from Compensation work area."

Correct Answer: ACE

Your user role does not have access to view the plan. Check the Configure Plan Access task for the plan and verify the access for the compensation administrator role is not restricted. Also, verify that your user has the compensation administrator role or the proper security to run compensation batch processes.

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