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Oracle Compensation Cloud 2022 Implementation Professional

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QUESTION 1

A corporation has implemented Oracle Fusion Workforce Compensation. As a Fusion consultant, you are required to set up Calculation Factors for the deduction elements setup.

Which two statements are correct regarding the Calculation Factors? (Choose two.)

- A. Calculation Factors indicate which deduction range to use when calculating the deduction amount.
- B. The Manage Deduction Ranges task in the Payroll Calculation work area is used to view the calculation factors defined.
- C. Calculation Factors define which classifications of earnings to consider when calculating the basis for the deduction element.
- D. The Manage Deduction Group Rates task in the Payroll Calculation work area is used to view the calculation factors defined.

Correct Answer: AB

QUESTION 2

Your customer has standard working hours = 40 hours per week. An employee has the following salary basis setup:

Working hours = 32 hours per week Base pay = 20 USD per hour

What will be the employee's Annual Salary and Annualized full-time salary? (Choose the best answer.)

- A. Annual Salary = 32280, Annualization Salary = 41600
- B. Annual Salary = 52000, Annualization Salary = 41600
- C. Annual Salary = 41600, Annualization Salary = 41600
- D. Annual Salary = 32280, Annualization Salary = 52000

Correct Answer: C

Reference: https://docs.oracle.com/cd/E60665_01/common/FAIWC/F1443869AN18796.htm #F1098224AN19838

QUESTION 3

While configuring Workforce Compensation Plan, you specify Performance Rating date in Plan Cycle as the same in multiple plans.

What will happen when the manager updates a compensation performance rating in the worksheet of one plan? (Choose the best answer.)

- A. The rating will be available to only the plan where it is updated.



- B. The rating will be available to all plans that are currently active.
- C. The rating will be available to all plans with the same Performance Rating date in Plan Cycle.
- D. The rating will be available to only the plans where the same manager is involved.

Correct Answer: B

QUESTION 4

As an implementation consultant, you are required to create an element for capturing the bonus awarded in the compensation cycle. Which two statements are correct regarding the input values of the element created? (Choose two.)

- A. The automatically created Amount input value is identified as the primary input value.
- B. No additional configuration is required to attach this element to the workforce compensation plan component.
- C. You must manually mark the Amount input value as the primary input value in the Special Purpose field.
- D. Element entries are created for all the input values of the element.
- E. It is possible to link the same element but different input values to different components or options within the same compensation plan.

Correct Answer: AB

QUESTION 5

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.)

- A. Compensation Item
- B. Compensation Category
- C. Compensation Source
- D. Compensation Statement Definition

Correct Answer: C

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