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QUESTION 1

What happens if you include ineligible workers on the worksheet? (Choose the best answer.)

- A. It displays ineligible workers but managers can allocate compensation, promote workers, and rate worker performance.
- B. It displays ineligible workers but managers cannot allocate compensation, promote workers, or rate worker performance.
- C. It does not display ineligible workers and managers cannot allocate compensation, promote workers, or rate worker performance.
- D. It does not display ineligible workers but managers can allocate compensation, promote workers, or rate worker performance.

Correct Answer: B

QUESTION 2

Your client wants you to create a single Compensation Change statement that includes compensation awarded for multiple plans. What would you, as an implementation consultant, advise your client? (Choose the best answer.)

- A. Create a Compensation Statement Plan with cross-references to compensation awarded in each plan.
- B. Create a custom data model that can pull compensation awarded from different plans and display the data using a BI publisher layout.
- C. Create a separate Change statement template for this purpose and associate it with the Statement group for which this is required.
- D. This is possible only in the on-premises model using customization and is not possible in an SaaS instance. Therefore, you would respond accordingly to the client.

Correct Answer: C

QUESTION 3

An organization uses Compensation Statement for its workers in the UK. One of the categories used in the statement has the display name as One-Time Bonus. As an implementation consultant, you are in the process of configuring a new Compensation Statement for workers in India. You decide to reuse the category for the new Compensation Statement. In the process of configuring the Statement Definition, you update the Compensation Category display name to Annual Bonus. However, when the Compensation Statement for workers in the UK displays, it continues to show the Category display name as One-Time Bonus.

What is the cause for this? (Choose the best answer.)

- A. The Compensation Category display name is specific to a Statement Definition.
- B. The Compensation Statement Definition synchronization process needs to be run to update the Compensation Category display name in all statement definitions.



C. After the Compensation Statement is generated for workers in India, the Category display name of Annual Bonus will start reflecting in the Compensation Statement of workers in the UK.

D. Workers in the UK need to refresh their statements in order to see the updated display name.

Correct Answer: C

QUESTION 4

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 5

A corporation has implemented Oracle Fusion Workforce Compensation. Oracle Fusion Supplemental Earning Elements must now be created to capture ad hoc payments for eligible workforce.

Which two statements are true about element eligibility criteria for such elements? (Choose two.)

A. You can define multiple eligibility criteria for each element, but there must be an overlap between them.

B. You can define multiple eligibility criteria for each element, but there must not be any overlap between them.

C. You cannot define multiple eligibility criteria for each element in any case.

D. Some element eligibility criteria may not be available, depending on the level at which the element is attached.

Correct Answer: BC

You can define more than one eligibility criteria for each element but there must be no overlap between them. For example, you could create one criteria for the combination of grade A and the job Accountant.

However, you could not create one criteria for grade A and a second for the job Accountant. This would imply that an accountant on grade A is eligible for the same element twice. If you have more than one criteria for an element, you can enter different default values, qualifying conditions, and costing information for each eligibility group.