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Oracle Compensation Cloud 2022 Implementation Professional

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QUESTION 1

When upper-level managers change the plan access of one or more lower-level managers, they receive a notification informing them about the change in access. Which option do they receive to act on the notification? (Choose the best answer.)

- A. Accept
- B. Reject
- C. Dismiss
- D. Reply

Correct Answer: D

QUESTION 2

Identify the three choices available when configuring approvals. (Choose three.)

- A. Approval mode
- B. Submit mode
- C. Alternate approver hierarchy
- D. Auto Approval

Correct Answer: ABC

Reference: <http://www.oracle.com/technetwork/fusion-apps/compensationmanagement-e22776-021514585.pdf>(p.45)

QUESTION 3

A corporation started giving performance bonuses to eligible employees on a monthly basis. As a compensation administrator, you are required to display performance bonuses with similar or related compensation items.

How will you configure this requirement in the Fusion application? (Choose the best answer.)

- A. Attach performance bonuses to similar compensation items.
- B. Attach performance bonuses to similar compensation categories/subcategories.
- C. Attach performance bonuses to similar elements.
- D. Attach performance bonuses to similar sources.

Correct Answer: B

**QUESTION 4**

A compensation manager of a corporation is setting up a new salary basis for the employees.

Which statement is true about payroll elements set up for a salary basis? (Choose the best answer.)

- A. Recruiting elements can be linked to multiple salary bases only if they are classified as earnings elements and configured to allow multiple entries in the same period.
- B. Recruiting elements can be linked to multiple salary bases only if they are classified as earnings elements, and they neednot be configured to allow multiple entries in the same period.
- C. Multiple payroll elements can be attached a salary basis.
- D. Payroll elements of any classification type can be attached to a salary basis.

Correct Answer: A

Reference:http://docs.oracle.com/cd/E25054_01/fusionapps.1111/e20376/F566541AN41D_F6.htm(payroll element and input value)

QUESTION 5

Performance Ratings are enabled in a compensation plan and a Rating Model is supposed to be created. Which two mandatory tasks are involved in creating the Rating Model? (Choose two.)

- A. Create a Rating Level for the rating model.
- B. Review points with from and to points entered for the rating level.
- C. Populate Rating Categories for all rating levels.
- D. Create Target Distributions for each of the rating levels.

Correct Answer: CD

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