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QUESTION 1

Which four tasks are part of Worksheet Configuration Options? (Choose four.)

- A. Models
- B. Components
- C. Performance ratings
- D. Compensation change statements
- E. Alerts
- F. Plan cycles

Correct Answer: BCDE

Section: (none)

Reference: https://docs.oracle.com/cd/E37583_01/doc.1116/e22776/F387136AN11E5B.htm (see Worksheet)

QUESTION 2

The compensation administrator has configured an Annual Salary Review plan that is linked to the performance of employees so that the annual increment amount is based on the rating that an employee has received in the performance evaluation. The percentages are fixed for each of the ratings by using the dynamic column. All the managers have completed updating the worksheet and the information has been transferred to HR by running the Transfer Workforce Compensation Data to HR process.

After this, the compensation administrator realizes that the increment percentages for each of the ratings used in the dynamic column were incorrect. Now each of these incorrect salary records should be deleted and new correct salary record entries should be made for the employees in Manage Salary.

How should you accomplish this? (Choose the best answer.)

- A. Change the plan status to Inactivate and create a new compensation plan with correct percentage increase for each of the ratings.
- B. Correct the percentage increase for each of the ratings, run the Refresh Workforce Compensation Data process, and return the same compensation plan.
- C. Run the Back Out Workforce Compensation Data process, run the Refresh Workforce Compensation Data process, return the same compensation plan, and then transfer the data to HR.
- D. Run the Back Out Workforce Compensation Data process, correct the percentage increase for each of the ratings, run the Refresh Workforce Compensation Data process, and rerun the same compensation plan.
- E. Run the Back Out Workforce Compensation Data process, correct the percentage increase for each of the ratings, run the Refresh Workforce Compensation Data process, and rerun the same compensation plan. Finally transfer the data to HR.

Correct Answer: A



Section: (none)

QUESTION 3

As an implementation consultant, you are required to define a total compensation statement. You are creating the compensation items for Salary, Merit Increase, and so on. Identify one set of values that Compensation Items can hold. (Choose the best answer.)

- A. Monetary, Nonmonetary, Date, Text
- B. Monetary, Nonmonetary, Timestamp, Text
- C. Monetary, Timestamp, Boolean
- D. Monetary, Nonmonetary, Date, Boolean

Correct Answer: B

Section: (none)

Reference: https://docs.oracle.com/cd/E37583_01/doc.1116/e22776/F387366AN19E05.htm

QUESTION 4

Identify four correct history categories when setting up compensation history. (Choose four.)

- A. Salary
- B. Other Compensation
- C. Stock
- D. Non-Recruiting Payments
- E. Recruiting Payments
- F. Payroll Elements

Correct Answer: BCDE

Section: (none)

The Compensation History summary table displays four categories of compensation: Base Pay, Other Compensation (one-time payments), Stock, and Recurring Payments. Compensation history automatically displays base pay and stock

grants. You must add additional recurring nonbase pay and one-time compensation to history.

QUESTION 5

Your customer wants to give its employees a way to donate to charity. This donation could be started anytime in the



year and can be updated or stopped only during the month of September.

Identify the correct set of plan restriction to achieve the desired results. (Choose the best answer.)

A. The individual compensation plan must be set up with "NO" for plan access restriction.

B. The individual compensation plan must be set up with the following restrictions:

New Allocations: Always

Update Allocations: Specific period Sep 1– Sep 30

Withdraw Allocations: Specific period Sep 1 – Sep 30

C. The individual compensation plan must be set up with the following restrictions:

Create Allocations: Always

Update Allocations: Specific period Sep 1 – Sep 30

Discontinue Allocations: Specific period Sep 1 – Sep 30

D. The individual compensation plan must be set up with the following restrictions:

New Allocations: Always

Update Allocations: Specific period Sep 1–Sep 30

Discontinue Allocations: Specific period Sep 1 – Sep 30

Correct Answer: B

Section: (none)

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