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QUESTION 1

You create a compensation plan and attach a Compensation Performance rating model to it. While the manager is allocating compensation, he specifies a rating for each of the employees under him. Where will the rating specified by the manager be available? (Choose the best answer.)

- A. Only within the current compensation plan and all cycles associated with it
- B. Only within the current compensation plan and the current cycle
- C. To the current compensation plan and the Performance Management system
- D. To the current compensation plan and HR system

Correct Answer: C

Section: (none)

QUESTION 2

Your client has set up an individual compensation plan for a contribution towards a retirement benefit. This contribution must be approved by the three-level manager hierarchy. While setting up the approval hierarchy, the compensation administrator wanted to set up notifications for any errors occurring during the workflow.

Identify the three allowed options needed to set up notifications accordingly. (Choose three.)

- A. Individual users
- B. Groups
- C. Application roles
- D. Duty roles

Correct Answer: BCD

Section: (none)

QUESTION 3

Your customer awards three types of bonuses to its workers: Joining Bonus, Ad-hoc Bonus, and Annual Bonus. All three bonuses are awarded by using element entries. How would you configure the Compensation Statement? (Choose the best answer.)

- A. Create one Compensation Item as Bonus and specify the source type as Element Entry. Associate the three elements with the Compensation Item.
- B. Create three Compensation Items: Joining Bonus, Ad-hoc bonus, and Annual Bonus. Specify the source type as Element Entry and associate the respective elements with the respective Items.
- C. Create one Compensation Category as Bonus and specify the source type as Element Entry. Associate the three



elements with the Compensation Category.

D. Create three Compensation Categories: Joining Bonus, Ad-hoc Bonus, and Annual Bonus. Specify the source type as Element Entry and associate the respective Elements with the respective Categories.

Correct Answer: B

Section: (none)

QUESTION 4

A corporation has implemented Oracle Fusion Workforce Compensation for a manufacturing client. As an implementation consultant, you are required to set up the Deduction elements to capture the employee's personal contributions. Which four can be categorized as Deduction components corresponding to payroll deduction elements? (Choose four.)

- A. Wage basis rules
- B. References for calculation factors
- C. Deduction group
- D. Elements
- E. Input values
- F. Flat amount
- G. Balance feeds

Correct Answer: ABCD

Section: (none)

Reference: http://docs.oracle.com/cd/E25054_01/fusionapps.1111/e20379/F597776AN358E7.htm (Payroll Deduction Components at the Legislative Level: Examples)

QUESTION 5

Your client has a requirement where work-at-home assignments are not eligible for an employee compensation revision cycle. To facilitate capturing work-at-home assignment, you have created a custom column and associated a List of Values (LOV) with values "Yes" and "No". Now you wish to create an eligibility profile around this. Which is the correct option? (Choose the best answer.)

- A. User-defined-criteria-based eligibility profile on "Work-at-home" and value = "Yes" with exclude option selected
- B. User-defined-criteria-based eligibility profile on "Work-at-home" and value = "Yes" with exclude option deselected
- C. User-defined-criteria-based eligibility profile on "Work-at-home" and value = "No" with exclude option selected
- D. Derived-factor-based eligibility profile based on the "Work-at-home" column

Correct Answer: A



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Section: (none)

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