1Z0-330 Q&As

Oracle Workforce Rewards Cloud 2016 Implementation Essentials

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QUESTION 1

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

Section: (none)

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.

QUESTION 2

During the compensation review cycle, which two actions occur when a manager is allocated a zero or null budget? (Choose two.)

A. The manager can manually allocate some budget for his team.

B. The manager does not have access to the plan.

C. The manager will have read-only access.

D. The available budget becomes negative when the manager makes allocations.

Correct Answer: AC

Section: (none)

You can distribute initial budgets for one or more managers in the hierarchy. When the budget is zero or null, managers have read-only access to their budgets. A null budget contains no value. A zero budget means no amount is budgeted.

QUESTION 3

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

Section: (none)

QUESTION 4

Identify the three correct statements for an alternate approver hierarchy. (Choose three.)

A. By defining alternate approvers, you replace the standard approval hierarchy for a manager with a new set or sequence of approvers.

B. The alternate approver must be a part of the regular plan hierarchy.

C. You can create multiple approvers for the same manager.

D. The highest Approval sequence is the final approver.

Correct Answer: ACD

Section: (none) By defining alternate approvers, you replace the standard approval hierarchy for a manager with a new set or sequence of approvers. The alternate approver does not have to be a part of the regular plan hierarchy. You can create multiple approvers for the same manager by identifying the specific individuals and using the approval sequence to determine the order in which approvals occur. The highest sequence is the final approver. Alternate hierarchies are commonly used when approval control transitions from managers to the HR department. Reference: https://docs.oracle.com/cd/E37583_01/doc.1116/e22776/F387136AN11E5B.htm

QUESTION 5

A corporation needs to set up a compensation plan for a Housing allowance that will allow the company to grant these allowances to only employees above a particular role. Identify the option that indicates the correct way of implementing it. (Choose the best answer.)

A. Set up role-based security to the individual compensation work area so that only managers are allowed.

B. Set up access restrictions to the individual compensation plan using the correct HR action so that it can be added only to the specific roles.

C. They payroll administrator must add the element to the employees in the specified roles, because this cannot be achieved through configuration.

D. Set up a salary basis and restrict the eligibility to the required roles.

Correct Answer: C

Section: (none)

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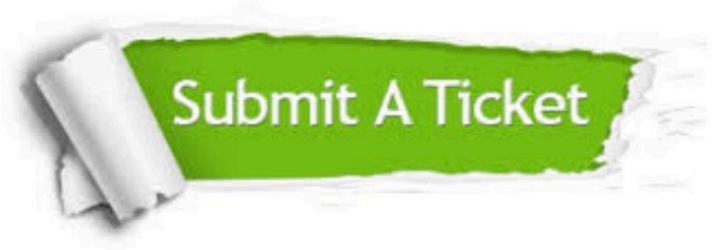

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