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QUESTION 1

Which three types of compensations can you distribute using Compensation Workbench (CWB)?

- A. Salary Increases
- B. Bonus
- C. Expense Payments
- D. Timecard entries
- E. Stock Options

Correct Answer: ABE

In an enterprise, you need to compensate and award benefits to eligible employees. Your enterprise determines who is eligible for compensation and awards, and who can allocate them. Most compensation cycles include or exclude certain employees, based on enterprise requirements. Compensation could include salary (A), bonus (B), allowances, vehicle mileage payments, and stock options (E). Allocation of compensation may depend on factors such as current salary, grade, position, time since last pay raise, and other factors. You also need to convey this compensation information to your employees easily.

QUESTION 2

Identify the three Task types that the Compensation Workbench supports

- A. Allocate Compensation
- B. Change Supervisor
- C. Change Organization
- D. Employee Statements
- E. Set Budgets

Correct Answer: ADE

A: You can use Compensation Workbench to allocate compensation awards and propose changes to salary components.

Typically, there are five tasks performed in CWB :

- * Allocate Compensation (A)
- * Employee Statements (D)
- * Set Budgets (E)
- * Review and Submit
- * Manage Approvals



QUESTION 3

For a company XYZ, Batch element entry has been transferred for 10000 employees. It is later found that the list of employees for whom the element entry was done is incorrect and a corrected list is provided. Identify the best way to remove the element entry against these 10000 employees.

- A. Purge the batch.
- B. Roll back the batch.
- C. Run the Rollback Run process to reverse the effect of the element entry.
- D. Run RetroPay to reverse the effect of the element entry.
- E. Run the transfer process again for the batch that was transferred previously.

Correct Answer: B

The BEE (Rollback) Process is used to specify the Batch and Remove the Element Entries

Note: You can use BEE (Batch Element Entry) to enter or update a batch of element entries for many employees, using defaults for fast entry. For example, to ensure that the data entry process is fast and that the data entered is accurate, you can use BEE to enter timecard data needed for regular pay processing,

QUESTION 4

To generate online Payslips, when do you run the archive process to gather the latest payroll information?

- A. after the Retro pay Process is complete
- B. after the Payroll is complete
- C. after the Pre-Payments is complete
- D. after the Payments process is complete
- E. after the Retro Costing is complete

Correct Answer: D

QUESTION 5

You have the requirement to run the retro process (Retro pay by element or Retro pay [Enhanced] before running the monthly March, 2010 Payroll Run (Pay period start date: 01-Mar-2010 and Pay Period End date: 31-Mar-2010). Which two dates can be used as a value for the end date or effective date parameter?

- A. 01-Mar-2010
- B. 01-Feb-2010



C. 28-Feb-2010

D. 31-Mar-2010

E. 15-Feb-2010

Correct Answer: AD

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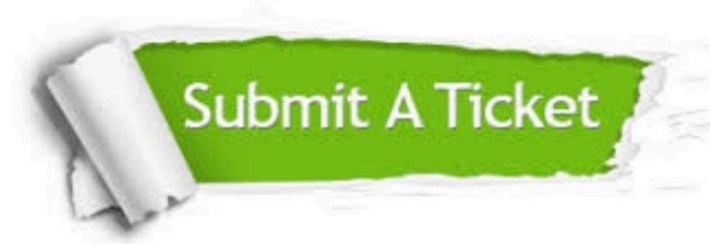
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