

Latest Version: 6.0

Question: 1

Your customer's compensation manager needs to know, what are the four valid statuses of the compensation worksheet?

(Choose four.)

Response:

- A. Budget Available
- B. Started
- C. Submitted
- D. Partially approved
- E. Unprocessed
- F. Fully Approved
- G. Processed
- H. Closed

Answer: A,C,F,G

Question: 2

Your customer has standard working hours = 40 hours per week. An employee has the following salary basis setup:

Working hours= 32 hours per week

Base pay= 20 USD per hour

What will be the employee's Annual Salary and Annualized full-time salary?

(Choose the best answer.)

Response:

- A. Annual Salary= 32280, Annualization Salary= 41600
- B. Annual Salary= 52000, Annualization Salary= 41600
- C. Annual Salary= 41600, Annualization Salary= 41600
- D. Annual Salary= 32280, Annualization Salary= 52000

Answer: C

Question: 3

Which four statements are true if you enable Performance Ratings and integrate with Oracle Fusion Performance Management?

(Choose four.)

Response:

- A. You can display overall and calculated performance ratings given in the Performance Management system and provide access to the full performance document from within the worksheet.
- B. You select the performance template or document name and the period to make available, and whether to display only completed ratings or ratings in any status.
- C. You have the option to update the overall performance rating, overall goal rating, and overall competency rating in the compensation worksheet.
- D. You need to refresh the HR data for ratings updated in Performance Management so they are updated in the worksheet.
- E. You can also display the Performance Rating History column in the worksheet to see historical ratings given in the Performance Management system.

Answer: A,B,C,D

Question: 4

The compensation administrator wants to run the batch process to administer the compensation cycle. Which are the four valid batch processes in terms of the compensation module?

(Choose four.)

Response:

- A. Start Workforce Compensation Cycle
- B. Refresh Workforce Compensation Data
- C. Transfer Workforce Compensation Data to HR
- D. Adjust Workforce Compensation Enrollment Window
- E. Back Out Workforce Compensation Data
- F. Evaluate Workforce Compensation Participation

Answer: A,B,C,D

Question: 5

Which two tasks are performed by compensation managers while determining budgets?

(Choose two.)

Response:

- A. Manually calculate budget amounts or automatically determine budget amounts by using a model.
- B. With administrative budgeting, enable managers to award compensation within their allocated budget amounts by automatically publishing budget amounts.
- C. Determine budget amounts offline by downloading budget details to a spreadsheet.
- D. Publish budgets to line managers to distribute budgets down the reporting hierarchy or to allocate budget amounts at the employee level.

Answer: B,D

Question: 6

A corporation implemented Oracle Fusion Workforce Compensation. A salary basis has been created and attached to the employee and a compensation cycle has been run. The corporation wants to include a new component as part of the salary basis.

Which three are predefined components?

(Choose three.)

Response:

- A. Regular and automatic adjustment
- B. Market adjustment due to salary being out of line with the market
- C. Equity adjustment to correct salary compression or inversion
- D. Adjustment due to corrections within the organization

Answer: A,B,C

Question: 7

While configuring the Budget page, you enable the "Compensation Performance Rating" column from which section?

(Choose the best answer.)

Response:

- A. Summary
- B. Detail table
- C. Worker List
- D. Actions
- E. Information

Answer: B

Question: 8

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.)

Response:

- 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.

Answer: B,C

Question: 9

Identify the list builder that is used in the delivered variable allocation task that appears to all allocations.

(Choose the best answer.)

Response:

- A. Position Hierarchy
- B. Dynamic Approval Group
- C. Static Approval Group
- D. Supervisory Hierarchy
- E. Auto Approval

Answer: A

Question: 10

When compiling Fast Formula, you receive the error message "Database item PER_ASG_ATTR1BUTE 3 must have a DEFAULT statement because it was specified that null or not found is allowed."

What is the cause of the error?

(Choose the best answer.)

Response:

- A. misuse of context
- B. uninitialized variable
- C. incorrect operator usage
- D. syntax error

Answer: C