Oracle

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Oracle Compensation Cloud 2019 Implementation Essentials

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Question: 1

You client has a requirement that allows a salary adjustment based on the number of dependents the employee has, and this allowance must be mapped to a separate component. Because this allowance cannot have a logical mapping with any of the predefined components, you decide to create a new salary component called “Family Allowance”.
Which option would you use to achieve this? (Choose the best answer.)

A. The Configure Compensation Component task in Manage plans
B. The Salary Component Lookup
C. It is not possible to achieve this, because only the delivered salary components can be used.
D. The Compensation Models

Answer: B

Reference:
https://docs.oracle.com/cd/E60665_01/common/FAIWC/F1477720AN1CD0E.htm#F1477720AN1CD0E

Question: 2

A corporation implemented Fusion Compensation and must run a compensation cycle. The corporation has seven different active components in the salary basis. Salaries of all the employees must be updated in bulk mode.
Which statement is true about the bulk update using Integrated Workbook? (Choose the best answer.)

A. Integrated Workbook can be used to update all the seven components.
B. Only the first four active components will be loaded at a time by Integrated Workbook.
C. Only the first five active components will be loaded at a time by Integrated Workbook.
D. Only the first six active components will be loaded at a time by Integrated Workbook.

Answer: C

Question: 3

Which two statements are true about Base Pay? (Choose two.)

A. For Base Pay earnings elements, eligibility is determined by the salary basis that is assigned to the worker.
B. You attach elements at various levels in the Salary object hierarchy to create deductions and earnings that can be processed in a payroll run to calculate Base Pay.
C. You attach a single earnings element to each salary basis to hold Base Pay earnings, and assign a

salary basis to each worker to calculate Base Pay.
D. You enter a salary basis for each worker that becomes the worker's Base Pay earnings.
E. For Base Pay earnings elements, eligibility is determined by the deduction basis that is assigned to the worker.

Answer: AC

Reference:
https://docs.oracle.com/cd/E60665_01/common/FAIWC/F1443670AN12C58.htm#F595603AN1468A
https://docs.oracle.com/cd/E37583_01/fusionapps.1116/e20379/F720777AN425A7.htm

Question: 4

Which statement is true regarding elements? (Choose the best answer.)

A. Elements have possibly multiple primary classifications, one secondary classification, and one subclassification.
B. Elements have one primary classification, one secondary classification, and one subclassification.
C. Elements have possibly multiple primary classifications, possible multiple secondary classifications, and possibly multiple subclassifications.
D. Elements have one primary classification, possibly multiple secondary classifications, and possibly multiple subclassifications.
E. Elements have one primary classification, one secondary classification, and possibly multiple subclassifications.

Answer: E

Explanation:
Subclassifications provide a way to feed balances. Elements can have only one primary and secondary classification, but multiple subclassifications. You can create subclassifications or use predefined ones. Once a subclassification is associated with a classification it cannot be associated with another classification. A subclassification name can be reused under different primary classifications, but you will have to create separate balance feeds for each subclassification with the same name.

Question: 5

A corporation has implemented Oracle Fusion Compensation for a manufacturing client. The Fusion consultant created a Bonus element with primary classification as Supplemental earning.
What is true about the subclassifications for the created element? (Choose the best answer.)

A. Sub-classifications provide a way to feed elements.
B. Once a sub-classification is associated with a classification, it cannot be associated with another classification.
C. A sub-classification name cannot be reused under a different primary classification.
D. Elements can have only one sub-classification.

Answer: B

Reference:
Subclassifications provide a way to feed balances. Elements can have only one primary and secondary classification, but multiple subclassifications. You can create subclassifications or use predefined ones. Once a subclassification is associated with a classification it cannot be associated with another classification. A subclassification name can be reused under different primary classifications, but you will have to create separate balance feeds for each subclassification with the same name.

Question: 6

Your customer wants line managers to be able to access the active workforce compensation plan during the first three months of the Plan period, but not to update it. The evaluation period start and end dates for the plan are January 1 to December 31 of the year.
How should you set this up? (Choose the best answer.)

A. Configure Plan access start and end dates from January 1 to March 31 of the year and Worksheet update period start and end dates from April 1 to December 31 of the year.
B. Configure Worksheet update period start and end dates from January 1 to March 31 of the year and Plan access start and end dates from April 1 to December 31 of the year.
C. Configure Plan access start and end dates from January 1 to December 31 of the year.
D. Configure Worksheet update period start and end dates from January 1 to December 31 of the year.

Answer: A

Question: 7

A corporation is implementing Oracle Fusion Workforce Compensation and needs to give a spot bonus for a new hire as well as give the same for special recognition for employees.
Identify the correct option that will enable the organization to achieve the desired results. (Choose the best answer.)

A. Configure the spot bonus as an individual compensation plan and add “Hire” as an action. Then, after an employee is hired, this plan can be added to employees anytime.
B. Configure the spot bonus as an individual compensation plan and add “Hire” as an action so that for HR action “Hire”, this bonus can be added. Also add “Manage Individual Compensation,” which will enable Managers to add it to reportees.
C. Configure the spot bonus as an individual compensation plan and add “Hire” as an action so that for HR action “Hire,” this bonus can be added. Also add “Manage Contributions,” which will enable managers to add it to reportees.
D. Configure the spot bonus as an individual compensation plan and add “All” as an action so that this plan can be added to anyone at any time.

Answer: D

Question: 8

You have configured a compensation plan to include ratings from the performance management system. For one particular division, the performance ratings have not been finalized and are shown as blank on the compensation worksheet. The manager updates the performance rating while allocating compensation. What happens in this case? (Choose the best answer.)

A. The rating will be available to only the plan where it is updated.
B. The rating will be available to all plans that are currently active.
C. The rating will be available in the Performance document in the performance system.
D. The rating will be available to only the plans where the same manager is involved.

Answer: C

Question: 9

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.)

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, E

Reference:
https://docs.oracle.com/cloud/latest/common/FAIWC.pdf

Question: 10

Contingent workers are ineligible as per the eligibility rules defined for your organization's compensation plan. The compensation plan cycle is started. As is the standard practice, the compensation administrator schedules the "Refresh Workforce Compensation Data" nightly. A worker who was a contingent worker is now an employee of the organization and the next day shows up in Manager's worksheet. How is this possible? (Choose the best answer.)

A. Track Ineligible Workers is selected in the compensation plan.

B. Show Ineligible Workers is selected in the compensation plan.
C. Hide Ineligible Workers is selected in the compensation plan.
D. Process Ineligible Workers is selected in the compensation plan.

Answer: D

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