

# Latest Version: 6.0

## Question: 1

A compensation manager of a corporation is setting up a new salary basis for the employees. Which statement is true about payroll elements set up for a salary basis?

(Choose the best answer.)

Response:

- A. Recruiting elements can be linked to multiple salary bases only if they are classified as earnings elements and configured to allow multiple entries in the same period.
- B. Recruiting elements can be linked to multiple salary bases only if they are classified as earnings elements, and they need not be configured to allow multiple entries in the same period.
- C. Multiple payroll elements can be attached a salary basis.
- D. Payroll elements of any classification type can be attached to a salary basis.

**Answer: A**

## Question: 2

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. Back Out Workforce Compensation Data

**Answer: ABCD**

## Question: 3

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: 4

As an implementation consultant, you have created compensation items for the total compensation statement but have not attached them to compensation categories.

In this situation, which statement is correct?

(Choose the best answer.)

Response:

- A. You can add items to statement definitions directly.
- B. To include items in statements you must add items to a compensation category.
- C. You cannot add items to statement definitions directly, and you cannot add items to a compensation category.
- D. You can add items to statement definitions directly, and to include items in statements you must add items to a compensation category.

**Answer: B**

### Question: 5

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: ACFG**

## Question: 6

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: BC**

## Question: 7

Which is the correct priority of deduction information from highest to lowest?

(Choose the best answer.)

Response:

- A. 1. Personal deduction card (payroll relationship level).  
2. Tax reporting unit deduction card.  
3. Payroll statutory unit deduction card.  
4. Payroll deduction range values (legislative data group level).
- B. 1. Personal deduction card (payroll relationship level).  
2. Payroll statutory unit deduction card.  
3. Tax reporting unit deduction card.  
4. Payroll deduction range values (legislative data group level).
- C. 1. Payroll statutory unit deduction card.  
2. Tax reporting unit deduction card.  
3. Payroll deduction range values (legislative data group level)  
4. Personal deduction card (payroll relationship level).
- D. 1. Personal deduction card (payroll relationship level).  
2. Payroll deduction range values (legislative data group level)  
4. Payroll statutory unit deduction card.  
4. Tax reporting unit deduction card.

**Answer: A**

## Question: 8

A corporation needs to set up a compensation plan for a vehicle allowance that will allow different amounts for different types and models of vehicles.

How can you achieve the desired results?

(Choose the best answer.)

Response:

- A. Configure one compensation plan and add as many options as three are allowed for vehicle types and models. Define eligibility and associate the same payroll element to all the options such that an employee can use only one option.
- B. Configure as many compensation plans as there are allowed types and models of vehicles, because options cannot have eligibility profiles associated, and use different payroll elements for each of them.
- C. Configure one compensation plan, add as many options as there are allowed for different types and models. Define eligibility and associate the different payroll elements to all the options such that any payroll element can be associated with only one plan and option.
- D. Configure as many compensation plans as there are different types and models, because options cannot have associated eligibility profiles, and use the same payroll element for all of them.

**Answer: A**

## Question: 9

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: ABC**

## Question: 10

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**