

# Latest Version: 7.0

## Question: 1

Your client has a requirement where work-at-home assignments are not eligible for an employee compensation revision cycle.

To facilitate capturing work-at-home assignment, you have created a custom column and associated a List of Values (LOV) with values "Yes" and "No". Now you wish to create an eligibility profile around this.

Which is the correct option?

(Choose the best answer.)

Response:

- A. User-defined-criteria-based eligibility profile on "Work-at-home" and value = "Yes" with exclude option selected
- B. User-defined-criteria-based eligibility profile on "Work-at-home" and value = "Yes" with exclude option deselected
- C. User-defined-criteria-based eligibility profile on "Work-at-home" and value = "No" with exclude option selected
- D. Derived-factor-based eligibility profile based on the "Work-at-home" column

**Answer: A**

## Question: 2

A corporation has implemented Oracle Fusion Workforce Compensation and set up an individual compensation plan with the following details.

Name: Variable component

Restrict plan access: Yes

Action: Manage Contributions

Access Level: New

Allocations: Always Allow

Update Allocations: Never Allow

Discontinue Allocations: "Allowed during a specific period" with the period start and end dates configured.

Identify the correct option for the possible actions.

(Choose the best answer.)

Response:

- A. All Employees will be able to start the contribution anytime, update never, but discontinue during the period defined.
- B. Only managers will be able to start the contribution anytime, update never, but discontinue during the period defined for any specific employee by using the manager dashboard.

C. The plan setup is always for HR to take actions and, therefore, only HR will be able to start the contribution anytime, update never, but discontinue during the period defined for any specific employee.

D. The contribution will be automatically added to all the employees in the payroll and HR can discontinue allocations on a request basis.

**Answer: C**

### Question: 3

You are creating grade rates. What values are necessary for any grade rate that you create?  
(Choose the best answer.)

Response:

- A. Minimum, Maximum, Mid Point, and Value
- B. Minimum, Maximum, Mid Point, or Value
- C. Minimum, Maximum, and Value
- D. Minimum, Maximum, or Value

**Answer: D**

### Question: 4

Which two methods can be used by the compensation administrator to publish budgets?  
(Choose two.)

Response:

- A. Publish budgets manually.
- B. Copy budget amounts from a previous cycle.
- C. Use a model to distribute budgets.
- D. Publish budgets automatically by running the Build Model process.

**Answer: A,C**

### Question: 5

Identify the four components that can be included in a fast formula.  
(Choose four.)

Response:

- A. Output statement
- B. Input statement

- C. Comments
- D. Assignment statements
- E. Symbolic variables
- F. Conditions

**Answer: B,C,D,F**

### Question: 6

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

- 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: B,E**

### Question: 7

A corporation has implemented Oracle Fusion Workforce Compensation. As a Fusion consultant, you are required to set up Calculation Factors for the deduction elements setup.  
Which two statements are correct regarding the Calculation Factors?  
(Choose two.)  
Response:

- A. Calculation Factors indicate which deduction range to use when calculating the deduction amount.
- B. The Manage Deduction Ranges task in the Payroll Calculation work area is used to view the calculation factors defined.
- C. Calculation Factors define which classifications of earnings to consider when calculating the basis for the deduction element.
- D. The Manage Deduction Group Rates task in the Payroll Calculation work area is used to view the calculation factors defined.

**Answer: A,B**

## Question: 8

A corporation implemented Fusion Compensation and wants to validate the salaries with the setup. Select the two options that are true about validation setup.

(Choose two.)

Response:

- A. Using grade rate validation, a warning message can be generated when the new or adjusted salary is outside the range of salary configured in the grade rate attached to the salary basis.
- B. Using grade rate validation, approval can be prevented when the new or adjusted salary is outside the range of salary configured in the grade rate attached to salary basis.
- C. Using either a formula at the element level or criteria at the element link level, a warning message can be generated when a new or adjusted salary does not pass the configured validation.
- D. Using either a formula at the element level or criteria at the element link level, approval can be prevented when the new or adjusted salary does not pass the configured validation.

**Answer: B,C**

## Question: 9

The Budget Pool Storage Method selected is "Amount." One of the line managers in the organization has twenty employees reporting to him. One of the employees leaves the organization during the compensation cycle.

What will be the effect on the budget allocated to the Line Manager?

(Choose the best answer.)

Response:

- A. The published budgets change when a manager's total eligible salary changes, such as when workers are reassigned.
- B. The published amounts stay with the manager when workers are reassigned or their eligibility changes.
- C. The published budgets change when a manager's total eligible salary changes, such as when workers eligibility changes.
- D. The published budgets is always a percentage of the total budget pool.

**Answer: C**

## Question: 10

The manager administering compensation has the option to create budget models to be used to allocate compensation.

Which four options regarding compensation modeling are correct?

(Choose four.)

Response:

- A. Modeling enables managers to automatically allocate compensation to employees who meet certain criteria.
- B. Managers can create their own models and use them.
- C. Managers cannot share a model created by them.
- D. Managers can use a model created by compensation professionals.
- E. Access of a model is limited only to the creator of the model.
- F. A model can be shared with the direct reports of the creator.

**Answer: A,B,D,F**

### Question: 11

A corporation is implementing Oracle Fusion Workforce Compensation and needs to set up the following for all employees:

- Salary paid based on the grades of employees.
- Car allowance paid based on the department and position.
- Spot bonus paid based on a committee's decision.

Identify the correct option for the setup.

(Choose the best answer.)

Response:

- A. Set up a salary basis for "Salary" and associate a grade rate matrix and the payroll element to it. Set up individual compensation plans for the car allowance and spot bonus, and restrict the access to line manager and HR specialist respectively. Additionally, add an eligibility profile to the car allowance to restrict it to specific departments and positions.
- B. Set up a salary basis for "Salary" and associate a grade rate matrix to it, and add a car allowance and spot bonus as components for the salary basis along with Salary. Attach the required payroll elements to the salary. Have salary validations to restrict access and payment for specific departments and positions.
- C. Set up on individual compensation plan with all three options. Add the required payroll elements and add restriction based on eligibility profiles and plan access.
- D. Set up Salary and the spot bonus as two salary bases, because there are no eligibility restrictions. Set up the car allowance as an individual compensation plan. Add the required payroll elements and add eligibility profiles for the car allowance for specific departments and positions.

**Answer: D**

### Question: 12

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**