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# Question 1

While administering compensation for the workforce, a manger accidentally approves a lower manager's worksheet.

Which three statements will be true in this case? (Choose three.)

## Options:

A- The lower-level manager can withdraw the submission and reprocess the compensation allocation.

B- The lower-level manager's access level is changed to "Approved."

C- Lower-level managers can no longer make any updates to their worksheets.

D- The worksheet goes to next level for approval.

E- The lower-level manager can still make changes in the worksheet and resubmit it for approval.

## Answer:

A, B, D

# Question 2

As compensation manager, you are generating a total compensation statement for a corporation. Which two options are mandatory to be used as inputs while generating the total compensation statement? (Choose two.)

## Options:

**A-** Statement Definition Name

**B-** Statement Period

**C-** Legal Employer

**D-** Compensation Category

## Answer:

B, D

# Question 3

While configuring a plan cycle, you have set the Worksheet update start and end dates as 15-Apr-2014 and 31-May-2014, respectively. However, when a manger logs into the workforce compensation area on 5-Apr-2014, he is able to see the active plan, but in read-only mode.

What could be the possible reason for this? (Choose the best answer.)

## Options:

**A-** Active plans are always shown in read-only mode until the Worksheet update period starts.

**B-** Active plans are always shown in read-only mode form the Evaluation period start date, which is always prior to the Worksheet update date.

**C-** Active plans are always shown in read-only mode once it is past the eligibility determination date.

**D-** Active plans are always shown in read-only mode from the Plan Access start date, which is generally prior to the Worksheet update date.

## Answer:

B

# Question 4

**Question Type:** **MultipleChoice**

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.)

## Options:

**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.

# Question 5

**Question Type:** MultipleChoice

The compensation administrator has configured an Annual Salary Review plan that is linked to the performance of employees so that the annual increment amount is based on the rating that an employee has received in the performance evaluation. The percentages are fixed for each of the ratings by using the dynamic column. All the managers have completed updating the worksheet and the information has been transferred to HR by running the Transfer Workforce Compensation Data to HR process.

After this, the compensation administrator realizes that the increment percentages for each of the ratings used in the dynamic column were incorrect. Now each of these incorrect salary records should be deleted and new correct salary record entries should be made for the employees in Manage Salary.

How should you accomplish this? (Choose the best answer.)

**Options:**

**A-** Change the plan status to Inactivate and create a new compensation plan with correct percentage increase for each of the ratings.

**B-** Correct the percentage increase for each of the ratings, run the Refresh Workforce Compensation Data process, and return the same

compensation plan.

**C-** Run the Back Out Workforce Compensation Data process, run the Refresh Workforce Compensation Data process, return the same compensation plan, and then transfer the data to HR.

**D-** Run the Back Out Workforce Compensation Data process, correct the percentage increase for each of the ratings, run the Refresh Workforce Compensation Data process, and rerun the same compensation plan.

**E-** Run the Back Out Workforce Compensation Data process, correct the percentage increase for each of the ratings, run the Refresh Workforce Compensation Data process, and rerun the same compensation plan. Finally transfer the data to HR.

## Answer:

A

# Question 6

**Question Type:** **MultipleChoice**

The Compensation and Benefits policy defined for your organization limits contingent workers from getting an increment as part of the Annual Salary Review. As a result, the contingent workers are excluded in the eligibility profile and ineligible workers are not tracked as part of the Annual Salary Review Compensation Plan.

A recent change to this policy enforced a minimum increment for the entire contingent worker population. Consequently, the compensation administrator ran the Refresh Data process to update the worksheets and include the contingent workforce but none of the contingent workers are included. What should the compensation administrator do to bring the contingent workers into the manager's

compensation worksheet? (Choose the best answer.)

## Options:

**A-** Rerun the Refresh Workforce Compensation Data process by selecting Refresh Option -- Reevaluate Eligibility.

**B-** Update the eligibility profile to include the contingent workers and rerun the Refresh Workforce Compensation Data process by selecting Refresh Option - Reevaluate Eligibility.

**C-** Update the eligibility profile to include the contingent workers and run the Start Workforce Compensation Cycle process.

**D-** Run the Start Workforce Compensation Cycle process.

## Answer:

B

# Question 7

**Question Type:** **MultipleChoice**

As an implementation consultant, you are defining entry values for an element in the Fusion application.

Which statement is true about selecting the rules for the element's entry value? (Choose the best answer.)

## Options:

**A-** An element with the Automatic Entry option selected cannot allow multiple entries in the same period.

**B-** An element with the Automatic Entry option selected can allow multiple entries in the same period.

**C-** An element with the Automatic Entry option not selected cannot allow multiple entries in the same period.

**D-** An element with the Automatic Entry option selected can allow multiple entries in the same period, and an element with the Automatic Entry option not selected cannot allow multiple entries in the same period.

## Answer:

A

# Question 8

**Question Type: MultipleChoice**

Your customer awards three types of bonuses to its workers: Joining Bonus, Ad-hoc Bonus, and Annual Bonus. All three bonuses are awarded by using element entries.

How would you configure the Compensation Statement? (Choose the best answer.)

**A-** Create one Compensation Item as Bonus and specify the source type as Element Entry. Associate the three elements with the Compensation Item.

**B-** Create three Compensation Items: Joining Bonus, Ad-hoc bonus, and Annual Bonus. Specify the source type as Element Entry and associate the respective elements with the respective Items.

**C-** Create one Compensation Category as Bonus and specify the source type as Element Entry. Associate the three elements with the Compensation Category.

**D-** Create three Compensation Categories: Joining Bonus, Ad-hoc Bonus, and Annual Bonus. Specify the source type as Element Entry and associate the respective Elements with the respective Categories.

## Answer:

B

# Question 9

**Question Type:** MultipleChoice

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.)

## Options:

**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

## Explanation:

You can define more than one eligibility criteria for each element but there must be no overlap between them. For example, you could create one criteria for the combination of grade A and the job Accountant. However, you could not create one criteria for grade A and a second for the job Accountant. This would imply that an accountant on grade A is eligible for the same element twice. If you have more than one criteria for an element, you can enter different default values, qualifying conditions, and costing information for each eligibility group.

# Question 10

While administering compensation, the managers in the organization want to first allocate compensation to the outstanding performers with compa-ratio less than 80 and, therefore, want to view only this population. How would you, as a consultant, help the managers to achieve this? (Choose the best answer.)

## Options:

**A-** Use the Advanced Filter option in the worksheet to create a custom condition.

**B-** Control the population by using eligibility profiles.

**C-** Use the sort feature in the worksheet to control this.

**D-** This cannot be done once the population is finalized and the compensation cycle is started.

## Answer:

A

# Question 11

Question Type: **MultipleChoice**

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

## Options:

**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