Question 1

A Manager has been invited to be a participant for a Talent Review Meeting for the team. The Manager needs to start to prepare the date for the Talent Review meeting. What data is needed when it comes to preparing and conducting a Talent Review meeting?

Options:

A- Last time there was a promotion/salary increase

B- Potential assessment

C- Risk of loss assessment

D- Location of employees

Answer:

B

Explanation:

The data that is needed when it comes to preparing and conducting a Talent Review meeting is potential assessment, which is an evaluation of the employee's ability and readiness to take on higher-level roles or responsibilities in the future. Potential assessment is

an important data point for Talent Review meetings, because it helps managers identify high-potential employees who can be developed and retained as key talent for the organization. Last time there was a promotion/salary increase, risk of loss assessment, and location of employees are not data that is needed when it comes to preparing and conducting a Talent Review meeting, but rather data that may be used for other purposes such as succession planning or talent retention. Reference: [Oracle Talent Management Cloud User Guide], [Oracle Talent Management Cloud User Guide]

Question 2

Question Type: MultipleChoice

Your executive team likes the information that gets displayed in the budget worksheet, but they would like to change the order in which the columns appear. How would you accomplish this task?

Options:

A- You cannot change the order in which the columns appear.

B- Use the default sequence field for each column.

C- Drag the columns to appear in the order that you want them.

D- Use the display order for each column.

Answer:

D

Explanation:

The way to accomplish the task of changing the order in which the columns appear in the budget worksheet is to use the display order for each column, which is a field that determines the sequence of the columns from left to right in the budget worksheet. The display order can be set or modified from the Configure Budget Worksheet page, where each column can be assigned a numerical value that indicates its position in the budget worksheet. You cannot change the order in which the columns appear, use the default sequence field for each column, and drag the columns to appear in the order that you want them are not ways to accomplish the task of changing the order in which the columns appear in the budget worksheet, but rather incorrect or invalid options that do not reflect the actual functionality or behavior of the system. Reference: [Oracle Compensation Cloud User Guide], [Oracle Compensation Cloud User Guide]

Question 3

Question Type: **MultipleChoice**

Your company wants to have the ability to use budgets as part of workforce compensation to restrict the managers from allocating more compensation than they have been allocated. How many budget pulls can be tied to a compensation component in a workforce compensation plan?

Options:

A- 1

B- 5

C- 3

D- 2

E- 4

Answer:

E

Explanation:

The number of budget pulls that can be tied to a compensation component in a workforce compensation plan is 4, which is the maximum number of budget pools that can be associated with a single component. A budget pool is a source of funds that is allocated to a manager for distributing compensation to their workers. A budget pool can be based on various criteria such as performance ratings, salary grades, job levels, etc. A compensation component is a type of compensation that can be awarded to workers, such as base salary, bonus, stock, etc. A workforce compensation plan is a set of rules and guidelines that define how compensation is allocated to workers in an organization. Reference: [Oracle Compensation Cloud User Guide], [Oracle Compensation Cloud User Guide], [Oracle Compensation Cloud User Guide]

Question 4

Once a manager arrives on the compensation landing page, what controls the number of plans that the manager has access to allocate compensation?

Options:

A- All active plans for the current year

B- Based on the plans that the Line Manager has employees eligible for

C- Based on a Compensation Manager granting a Line Manager access to the plans

D- Based on whether the manager is eligible for the plan

Answer:

C

Explanation:

The factor that controls the number of plans that the manager has access to allocate compensation is based on a Compensation Manager granting a Line Manager access to the plans, which is a process that involves assigning plan access roles to managers who

are responsible for allocating compensation to their direct or indirect reports. Plan access roles define which plans a manager can access, which workers they can allocate compensation to, and what actions they can perform on the plans. All active plans for the current year, based on the plans that the Line Manager has employees eligible for, and based on whether the manager is eligible for the plan are not factors that control the number of plans that the manager has access to allocate compensation, but rather factors that may influence or limit the manager's choices or actions on the plans. Reference: [Oracle Compensation Cloud User Guide], [Oracle Compensation Cloud User Guide]

Question 5

Question Type: **MultipleChoice**

Which of the following statements are true for closing Ledgers? (Choose two)

Options:

A- The Revalue Balance process will translate the balances from ledger currency to foreign currency.

B- Close Status shows the accounting period by Single Ledger only.

C- Third-party system transactions should be imported before General Ledger close

D- Subledgers should be closed before General Ledger.

Answer:

C, D

Explanation:

The statements that are true for closing ledgers are third-party system transactions should be imported before General Ledger close and subledgers should be closed before General Ledger. Third-party system transactions should be imported before General Ledger close is a true statement for closing ledgers because it ensures that all external transactions that affect the general ledger balances are accounted for and reconciled before closing the accounting period. Subledgers should be closed before General Ledger is a true statement for closing ledgers because it ensures that all subledger transactions that affect the general ledger balances are accounted for, transferred, and reconciled before closing the accounting period. The Revalue Balance process will translate the balances from ledger currency to foreign currency and close status shows the accounting period by single ledger only are not true statements for closing ledgers, but rather false statements that do not reflect the actual functionality or behavior of the system. The Revalue Balance process will translate the balances from foreign currency to ledger currency, not vice versa. Close status shows the accounting period by multiple ledgers or ledger sets, not by single ledger only. Reference: [Oracle Financials Cloud User Guide], [Oracle Financials Cloud User Guide], [Oracle Financials Cloud User Guide], [Oracle Financials Cloud User Guide]

Question 6

Question Type: MultipleChoice

What are the reasons for difference in Subledger and General Ledger reconciliation? (Choose two)

Options:

A- Transaction not created in the Subledger

B- Subledger Journal entry not posted in General Ledger Cloud

C- Create accounting not run

D- The Subledger period is not closed yet

Answer:

B, C

Explanation:

The reasons for difference in Subledger and General Ledger reconciliation are subledger journal entry not posted in General Ledger Cloud and create accounting not run. Subledger journal entry not posted in General Ledger Cloud is a reason for difference in Subledger and General Ledger reconciliation because it means that the subledger transactions have been accounted for but not transferred to the general ledger, resulting in a mismatch between the subledger balances and the general ledger balances. Create accounting not run is a reason for difference in Subledger and General Ledger reconciliation because it means that the subledger transactions have not been accounted for and therefore not reflected in the subledger balances or the general ledger balances. Transaction not created in the Subledger and the Subledger period is not closed yet are not reasons for difference in Subledger and General Ledger reconciliation, but rather conditions that may prevent the subledger transactions from being accounted for or transferred to the general ledger.

Question 7

Question Type: MultipleChoice

Your organization is exploring solutions that enable their employees to submit expenses by using opt

such as SMS or Microsoft Teams. Which technology will help your organization achieve this

Options:

A- Adaptive Intelligence

B- Digital Assistant

C- IOT

D- Blockchain

Answer:

B

Explanation:

The technology that will help your organization achieve the goal of enabling their employees to submit expenses by using options such as SMS or Microsoft Teams is digital assistant, which is a platform that allows users to interact with various applications and services through natural language conversations. Digital assistant can be integrated with different channels such as SMS, Microsoft Teams, Slack, Facebook Messenger, etc., and can provide users with a conversational interface to perform tasks such as creating and submitting expense reports, attaching receipts, reviewing and approving expenses, etc. Adaptive intelligence, IOT, and blockchain are not technologies that will help your organization achieve the goal of enabling their employees to submit expenses by using options such as SMS or Microsoft Teams, but rather technologies that have different purposes and functionalities. Adaptive intelligence is a technology that uses machine learning and artificial intelligence to provide insights and recommendations based on data analysis. IOT is a technology that connects physical devices and sensors to the internet and enables data collection and exchange. Blockchain is a technology that creates a distributed ledger of transactions that is secure and immutable. Reference:Oracle Digital Assistant User Guide,Oracle Expenses Cloud User Guide

Question 8

Question Type: **MultipleChoice**

Invoice Number S10231234 for USD 1000 was raised for the customer "Business World" on 1st

January 2022 with a payment term of 30 days. This invoice became due on 31st January 2022, but the

customer has not yet made the payment due to an unresolved dispute. Which subprocess in the

Invoice to Cash life cycle flow helps you to manage and resolve disputes for such type of delinquent

invoices?

Options:

A- Bank Transaction to Position

B- Customer Contract to Revenue

C- Customer Statement to Collection

D- Customer Invoice to Receipt

Answer:

C

Explanation:

The subprocess in the Invoice to Cash life cycle flow that helps you to manage and resolve disputes for delinquent invoices is Customer Statement to Collection. This subprocess involves sending statements and collection letters to customers who have outstanding balances, managing disputes and deductions, and initiating collection actions. The other three subprocesses are not related to managing and resolving disputes for delinquent invoices. They are:

Bank Transaction to Position: This subprocess involves importing bank statements, reconciling bank transactions with system transactions, and reporting cash positions.

Customer Contract to Revenue: This subprocess involves creating and managing customer contracts, generating revenue and billing events based on contract terms and conditions, and recognizing revenue according to accounting standards.

Customer Invoice to Receipt: This subprocess involves creating and sending invoices to customers for the goods or services delivered, recording and applying customer payments to outstanding invoices, and sending reminders or dunning letters to customers who have overdue invoices. Reference:Oracle Financials Business Process Foundations Associate Rel 2, page 17-18.

Question 9

Question Type: **MultipleChoice**

What three activity steps are involved in the Customer Invoice to Receipt process?

Options:

A- Send Open Balance Letters Capture Billing

B- Send Bill to Customer

C- Manage Customer Receipts

D- Send Credit Control Letters

Answer:

B, C, D

Explanation:

The three activity steps that are involved in the Customer Invoice to Receipt process are:

Send Bill to Customer: This step involves creating and sending invoices to customers for the goods or services delivered.

Manage Customer Receipts: This step involves recording and applying customer payments to outstanding invoices.

Send Credit Control Letters: This step involves sending reminders or dunning letters to customers who have overdue invoices. Capture Billing is not an activity step in the Customer Invoice to Receipt process. It is an activity step in the Customer Contract to Revenue process, which involves generating revenue and billing events based on contract terms and conditions. Send Open Balance Letters is not an activity step in the Customer Invoice to Receipt process. It is an activity step in the Customer Statement to Collection process, which involves sending statements and collection letters to customers who have outstanding balances. Reference:Oracle Financials Business Process Foundations Associate Rel 2, page 15-16.