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Oracle

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Oracle Compensation Cloud 2023 Implementation Professional

Questions & Answers PDF

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Question: 1

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: 2

The compensation administrator wants to run the batch process to administer the compensation cycle.
Which are the four valid batch processes in terms ofthe 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. Evaluate Workforce Compensation Participation

Answer: ABCD

Question: 3

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: 4

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: C

Question: 5

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

Question: 6

What is the maximum number and kind of items that you can add when defining a custom category?
(Choose the best answer.)
Response:

A. three custom columns
B. five custom columns
C. three items
D. three subcategories

Answer: B

Question: 7

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: 8

Which two tasks are performed by compensation managers while determining budgets?
(Choose two.)

Response:

A. Manually calculate budget amounts or automatically determine budget amounts by using a model.
B. With administrative budgeting, enable managers to award compensation within their allocated budget amounts by automatically publishing budget amounts.
C. Determine budget amounts offline by downloading budget details to a spreadsheet.
D. Publish budgets to line managers to distribute budgets down the reporting hierarchy or to allocate budget amounts at the employee level.

Answer: BD

Question: 9

Your customer has standard working hours = 40 hours per week. An employee has the following salary basis setup:
Working hours= 32 hours per week
Base pay= 20 USD per hour
What will be the employee's Annual Salary and Annualized full-time salary?
(Choose the best answer.)
Response:

A. Annual Salary= 32280, Annualization Salary= 41600
B. Annual Salary= 52000, Annualization Salary= 41600
C. Annual Salary= 41600, Annualization Salary= 41600
D. Annual Salary= 32280, Annualization Salary= 52000

Answer: C

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