



Oracle

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**Oracle Compensation Cloud 2021 Implementation
Essentials**

QUESTION & ANSWERS

Question #:1

How would you control the task of determining if a person is eligible for a compensation plan? (Choose the best answer.)

- A. a mix of element eligibility and eligibility profiles
- B. through element eligibility only, never with eligibility profiles
- C. with the eligibility profiles, never through element eligibility
- D. either with eligibility profiles or through element eligibility

Answer: A

Question #:2

What are two attributes of primary element classifications? (Choose two.)

- A. They are globally applicable.
- B. They are editable.
- C. They are user defined.
- D. They are not editable.
- E. They are predefined.

Answer: C D

Question #:3

While creating a compensation plan, the compensation manager of your client's organization chooses to enable Compensation Change statement. As an implementation consultant, which is the dependent configuration that you would advise the compensation manager to perform? (Choose the best answer.)

- A. Enable components and create at least one component (Configure Compensation Components).
- B. Enable the Communications tab type (Configure Worksheet Page Layout).
- C. Enable components and create a component linked to the budget pool (Configure Compensation Components).
- D. Configure related components (Configure Worksheet Page Layout: Detail Table tab.)

Answer: C

Question #:4

After creating a compensation plan and eligibility profiles, you are currently modeling the budget allocation. The HR manager informs you that one employee under Supervisor 1 has been seconded to a different country on a temporary basis with no changes to his employment terms and that this employee must be removed from the budgeting exercise.

What is the correct way of achieving this? (Choose the best answer.)

- A. Use the Edit button in the Employee's included area while creating a model to exclude the employee.
- B. Modify the eligibility profile by using a formula to exclude the employee from appearing under Supervisor 1. After the compensation cycle is completed, revert the eligibility profile to its original form, if needed.
- C. Advise Supervisor 1 not to allocate any compensation for the employee. In the meanwhile, manually adjust the budget allocated to Supervisor 1 to exclude the employee's amount.
- D. Use the Include check box next to the employee's name in the Budget worksheet to exclude the employee from the cycle.

Answer: C

Question #:5

Your customer's compensation has an itemized structure. The company wants to increase the Cost of Living allowance of the employees living in the New Jersey area by 3% to compensate for the increased living costs there. Which feature of Oracle Fusion Workforce Compensation can be used to achieve this? (Choose the best answer.)

- A. Budget Pools
- B. Plan Eligibility
- C. Salary Component
- D. Action and Action Reasons
- E. Plan Access

Answer: C

Question #:6

What additional action would you recommend to your customer for worker-administered plans to control plan availability in addition to HR actions? (Choose the best answer.)

- A. Manage Individual Contribution

- B. Manage Contributions
- C. Manage Variable Allocations
- D. Manage Worker Contributions
- E. Allocate Workforce Compensation

Answer: E

Question #:7

A corporation is implementing Oracle Fusion Workforce Compensation and must set up salary bases. Employees are assigned different grades within the organization and the salaries are dependent on the grades.

What is the correct way to set up the salary bases? (Choose the best answer.)

- A. Set up different salary bases for different grades with the same payroll element. The frequency of both salary basis and the grade rate should match.
- B. Set up different salary bases for different grades and different payroll elements, because the payroll element can be attached to only one salary basis. The frequency of both salary basis and grade rate should match.
- C. Set up different salary bases for different grades with the same payroll element. The frequency of both salary basis and grade rate need not match.
- D. Set up different salary bases for different grades and different payroll elements, because the payroll element can be attached to only one salary basis. The frequency of both salary basis and grade rate need not match.

Answer: B

Question #:8

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

- 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.