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QUESTION 1

Which three statements are true about payroll deductions? (Choose three.)

A. Wage basis rules are defined at the personal level and the context value for the rule is captured on the deduction card.

B. The rates and rules that are defined on a personal deduction card cannot override the values that are defined in the deduction ranges at the legislative level.

C. A personal deduction card contains person-specific information that is used to calculate the deduction amount.

D. The deduction element\\'s status processing rule drives the calculation, accessing the rates and rules that are defined for the related payroll deduction and the values that are captured on a personal deduction card.

E. A payroll deduction comprises the rates and rules that are used to calculate the deduction amount.

Correct Answer: ADE

Reference: http://docs.oracle.com/cd/E36909_01/fusionapps.1111/e20379/F720777AN456E2.htm

QUESTION 2

While working on a budget sheet or a compensation worksheet, a manager chooses to use the "Export to Excel workbook" option to do his or her work. Which four of the following steps would he or she need to perform upon clicking the "Export to Excel workbook" option and prior to finalizing his or her proposal and submitting it for approval? (Choose four.)

A. Download and authenticate workbooks.

B. Edit the workbook data.

C. Filter the edits and upload only the edited fields.

D. Resolve errors created by the uploaded file.

E. Upload filter the workbook to include only employees whose data has been modified in the workbook, prior to uploading the file.

F. Repeat the steps as many times as necessary to accommodate the revisions.

Correct Answer: ACDE

QUESTION 3

Which two tasks are true about components in worksheet configurations? (Choose two.)

A. Plans must have at least one component if awarding compensation.

B. You can create up to five components to represent the different types of compensation that you want to award within a plan.

C. Each component has to be of a separate type, such as salary or bonus.

D. There is the flexibility to add any number of components within a compensation plan.

Correct Answer: AB

Reference: https://docs.oracle.com/cd/E37583_01/doc.1116/e22776/F387136AN11E5B.htm (see worksheet, first bulleted point)

QUESTION 4

Identify the four correct options about the summary tables in the compensation history. (Choose four.)

A. The Salary summary table gives detailed information about salary history, percentage change, comparatio, and growth rate.

B. The Stock summary table gives detailed information about grant date and price, granted, vested, and unvested shares, and the estimated value of unvested shares.

C. The summary table of other compensation gives detailed information about effective date, amount, currency, and grand total information about all awards.

D. The summary table of recruiting payments gives detailed information about effective date, amount, currency, and grand total information for an individual award or compensation amounts.

E. The summary table of payroll elements gives detailed information about element, input value, actual value and the grand total for the year.

Correct Answer: ABDE

QUESTION 5

Identify the three choices available when configuring approvals. (Choose three.)

A. Approval mode

B. Submit mode

C. Alternate approver hierarchy

D. Auto Approval

Correct Answer: ABC

Reference: http://www.oracle.com/technetwork/fusion-apps/compensationmanagement-e22776- 021514585.pdf (p.45)

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