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Oracle Compensation Cloud 2020 Implementation Essentials

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QUESTION 1

When a manager clicks the "Prepare in workbook" option, while processing compensation changes, what population would she or he see in the exported Excel spreadsheet? (Choose the best answer.)

A. Budget sheet population

B. Worksheet population

C. Entire organization\\\'s population under that manager

D. Direct Reports

E. The filtered population

Correct Answer: B

Reference: https://docs.oracle.com/cloud/latest/common/FACMC.pdf (page 18, last topic, last sentence)

QUESTION 2

What is the relationship between Net Pay and Earnings? (Choose the best answer.)

A. Net Pay is a calculated balance that is the sum of standard earnings and supplemental earnings minus all the deductions calculated for the run.

B. Net Pay is a calculated balance that is standard earnings minus all the deductions calculated for the run.

C. Net Pay is a calculated balance that is the sum of standard earnings and supplemental earnings for the run.

D. Net Pay is a calculated balance that is the sum of standard earnings and supplemental earnings minus all the non-voluntary deductions calculated for the run.

Correct Answer: A

Reference: https://docs.oracle.com/cd/E37583_01/fusionapps.1116/e20379/F720777AN425A7.htm (remuneration)

QUESTION 3

You are required to explain to your client the use of Hierarchy design in Compensation Process. Which two Compensation-related activities use Hierarchy? (Choose two.)

A. Approval routing

B. Allocating budgets

C. Plan access

D. Sending Compensation alerts

E. Feedback survey

Correct Answer: AB

QUESTION 4

While working on the compensation changes in an Excel workbook, a manger selects the Upload option and then tries to immediately download the uploaded dat

A. As a consultant, you advise him not to do so because of which reason? (Choose the best answer.)

B. This action causes the committed data to roll back, thereby revoking the changes processed.

C. This action causes the committed data to download immediately, thereby obscuring the error messages.

D. The data uploaded takes some time to be processed by the server and, therefore, when download is clicked immediately, it might still show the older data.

E. When the Upload button is clicked, the data is loaded to a staging table and an upload process is triggered. This process has to complete successfully before the new data can be downloaded.

Correct Answer: D

QUESTION 5

As an implementation consultant, you are required to define a total compensation statement. To construct the total compensation statement, you must follow a set of activities in sequence.

Select the correct sequence to construct a total compensation statement. (Choose the best answer.)

A. Create compensation items > attach the items to compensation categories > arrange categories hierarchically in the statement definition > specify the statement period and display options > generate the statement.

B. Create compensation items > specify the statement period and display options > arrange categories hierarchically in the statement definition > attach items to compensation categories > generate the statement.

C. Create compensation items > generate a statement > specify the statement period and display options > arrange categories hierarchically in the statement definition > attach items to compensation categories.

D. Create compensation items > attach the items to compensation categories > generate the statement > specify the statement period and display options > arrange categories hierarchically in the statement

definition.

Correct Answer: A