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Oracle Compensation Cloud 2022 Implementation Professional

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QUESTION 1

You are responsible for configuring variable allocations to manage approvals for individual compensation plans. Your company wants to control plan availability by using defaults. What are the default attributes of the actionable Variable Allocation task? (Choose the best answer.)

- A. The task is only for notification and has no rules.
- B. The task applies to all allocations, uses two levels of the Supervisory list builder, and does not require a response from the current approver.
- C. The task applies to selected allocations, uses two levels of the Supervisory list builder, and requires a response from the current approver.
- D. The task applies to all allocations, uses two levels of the Supervisory list builder, and requires a response from the current approver.

Correct Answer: C

QUESTION 2

A corporation is implementing Oracle Fusion Workforce Compensation. Different currencies are set at the Legislative Data Group level, the Organization payment level, the Bank account level, and the payroll element level.

The currency shown while configuring salary basis comes from which level? (Choose the best answer.)

- A. From the input value of the payroll element
- B. From the Legislative Data Group level, because that is the highest level in the hierarchy.
- C. From the Organization payment level, because the compensation is finally paid through this
- D. From the Bank account level

Correct Answer: B

QUESTION 3

As a Fusion implementation consultant, you are configuring Fusion HCM Compensation Management module for a manufacturing client. Which three statements are correct in relation to compensation statement display options? (Choose three.)

- A. You can hide table columns.
- B. You can configure display of zero values.
- C. You cannot hide regions for graphs or descriptions at the statement definition setup level.
- D. You cannot exclude a category from the statement summary at the category setup level.
- E. You cannot include and hide the welcome message at the statement definition setup level.

F. You can hide or show the estimated amount indicator at the category setup level.

Correct Answer: BCF

QUESTION 4

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

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

Correct Answer: B

Reference:https://docs.oracle.com/cd/E37583_01/doc.1116/e22776/F387366AN19E05.htm (See custom)

QUESTION 5

You are configuring a work-administered individual compensation plan where your workers can enroll in the plan anytime during the year, but can discontinue their contributions only in the month of March each year. How should you achieve this? (Choose the best answer.)

- A. Select specific HR actions such as transfer, promotion, and new hire for the plan with access level for each action allowed during a specific period.
- B. Do not select any additional actions other than Manage Contributions with access level as Create: Always allowed; Update: Allowed during a specified period; Discontinuing: Never allowed.
- C. Make the plan available for all actions in the list with access level for each action Always allowed.
- D. Do not select any additional actions other than Manage Contributions with access level for each action as Create: Always allowed; Update: Never allowed; Discontinuing: Allowed during a specified period.

Correct Answer: D

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