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Oracle Compensation Cloud 2022 Implementation Professional

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QUESTION 1

What classification can you use if employees submit timecards and you want absences taken by these employees to show on the statement of earnings? (Choose the best answer.)

- A. Either Absence or Information Classification
- B. Absence Classification
- C. Standard Earnings Classification
- D. Information Classification
- E. Either Standard Earnings or Absence Classification
- F. Any classification will result in the absences showing

Correct Answer: C

Reference:http://docs.oracle.com/cd/E25054_01/fusionapps.11111/e20376/F566545AN4D67C.htm(using the standard earnings classification)

QUESTION 2

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

Correct Answer: A

Reference:https://docs.oracle.com/cd/E60665_01/common/FAIWC/F1451659AN19D78.htm#F189517AN1A019

QUESTION 3

A corporation has implemented Oracle Fusion Workforce Compensation. Per business requirements, the Fusion consultant must integrate Oracle Fusion Workforce Compensation with Oracle Fusion Benefits to fetch the value of Benefits Amount as one of the input values for the Benefit element to get the eligible salary of an employee for the compensation process.

Identify the option that will enable fetching of the Benefits Amount value. (Choose the best answer.)

- A. Select the "Allow User Entry" and "Create a Database Item" check boxes for the element input value.
- B. Database items are created by default for the element input values.

- C. Select "Pay Separately" as the "Special Purpose" option.
- D. Create an "Amount" input value at the element eligibility link level.

Correct Answer: A

QUESTION 4

The Compensation and Benefits policy defined for your organization limits contingent workers from getting an increment as part of the Annual Salary Review. As a result, the contingent workers are excluded in the eligibility profile and ineligible workers are not tracked as part of the Annual Salary Review Compensation Plan.

A recent change to this policy enforced a minimum increment for the entire contingent worker population. Consequently, the compensation administrator ran the Refresh Data process to update the worksheets and include the contingent workforce but none of the contingent workers are included. What should the compensation administrator do to bring the contingent workers into the manager's compensation worksheet? (Choose the best answer.)

- A. Rerun the Refresh Workforce Compensation Data process by selecting Refresh Option - Reevaluate Eligibility.
- B. Update the eligibility profile to include the contingent workers and rerun the Refresh Workforce Compensation Data process by selecting Refresh Option - Reevaluate Eligibility.
- C. Update the eligibility profile to include the contingent workers and run the Start Workforce Compensation Cycle process.
- D. Run the Start Workforce Compensation Cycle process.

Correct Answer: B

QUESTION 5

You have created a total compensation statement. However, you are not able to see one of the categories in the summary section on the left pane. What is the reason for this? (Choose the best answer.)

- A. The category does not have employee contribution.
- B. The category does not have employer contribution.
- C. The category has been added as a subcategory.
- D. The category does not have a graph defined in it.

Correct Answer: C

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