



# 1Z0-330<sup>Q&As</sup>

Oracle Workforce Rewards Cloud 2016 Implementation Essentials

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### QUESTION 1

Your customer wants to configure a workforce compensation plan with multiple cycles. Identify two correct statements about plan cycles. (Choose two.)

- A. A plan can have multiple compensation cycles, each with unique period dates.
- B. A plan can have multiple compensation cycles, each with same period dates.
- C. You can duplicate a cycle and specify the number of months to advance all dates.
- D. Each plan that requires a different cycle must be created manually.

Correct Answer: AC

Section: (none)

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### QUESTION 2

While you are setting up Stock Details, you notice that the details you entered are different from the ones showing up in system. What could have been the possible reasons for this? (Choose the best answer.)

- A. You may have forgotten to save the changes made.
- B. Another administrator might have accessed these settings after you have saved it.
- C. Network connectivity issue may have hindered your data being sent to the server.
- D. You do not have the privileges to change Stock Details.

Correct Answer: C

Section: (none)

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### QUESTION 3

Which three statements are true regarding plan cycles? (Choose three.)

- A. All active plans are available to be cross-referenced, even plans with no started cycles.
- B. You can display a target amount or custom score from a previous plan cycle in the current plan cycle.
- C. Active plans are available to be cross-referenced, except plans with no started cycles.
- D. You cannot display a target amount or custom score from a previous plan cycle in the current plan cycle.
- E. You can reference a plan within itself to display values from a previous plan cycle in a subsequent cycle.

Correct Answer: ABE

Section: (none)

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All active plans are available to be cross referenced, even plans with no started cycles. You can also reference a plan within itself to display values from a previous plan cycle in a subsequent cycle. For example, you can display a target amount or custom score from a previous plan cycle in the current plan cycle so that managers are aware of that data when making a current compensation decision.

You cannot select a default value for a column by cross-referencing a column from another plan if you have selected values for the Default Value, Default and Override Formula, or Compensation Derived Factor fields on the Configure Column Properties dialog box.

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#### QUESTION 4

You have configured a compensation plan to include ratings from the performance management system. For one particular division, the performance ratings have not been finalized and are shown as blank on the compensation worksheet.

The manager updates the performance rating while allocating compensation.

What happens in this case? (Choose the best answer.)

- A. The rating will be available to only the plan where it is updated.
- B. The rating will be available to all plans that are currently active.
- C. The rating will be available in the Performance document in the performance system.
- D. The rating will be available to only the plans where the same manager is involved.

Correct Answer: C

Section: (none)

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#### QUESTION 5

A corporation has implemented Oracle Fusion Workforce Compensation. A Salary basis has been created to manage employees' salaries. It has a payroll element attached. As part of the Salary changes, when the compensation manager is trying to update the Salary amounts, the same is not reflecting in the payroll elements entries of the employee.

Identify the two possible causes for the issue. (Choose two.)

- A. Automatic entry is checked for the payroll element used.
- B. Automatic entry is checked at the element eligibility link for the payroll element used.
- C. Salary basis is configured to be non-updatable.
- D. No components are defined to handle these salary adjustments.

Correct Answer: AC

Section: (none)

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