



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

Oracle Workforce Rewards Cloud 2016 Implementation Essentials

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### QUESTION 1

As a compensation executive, you are required to upload stock data sent by a vendor of a corporation into the Fusion application. Which option is the correct method to do so? (Choose the best answer.)

- A. Manage Stock Grants >> Import Items
- B. Manage Stock Grants >> Import Category
- C. Manage Stock Grants >> Import Source
- D. Manage Stock Grants >> Prepare Import Spreadsheet

Correct Answer: D

Section: (none)

Reference: [https://docs.oracle.com/cd/E37017\\_01/fusionapps.1115/e20376/F668086AN4EC23.htm](https://docs.oracle.com/cd/E37017_01/fusionapps.1115/e20376/F668086AN4EC23.htm) (last line of the page)

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### QUESTION 2

Which statement is correct about secondary element classifications? (Choose the best answer.)

- A. They are user-defined and can be edited.
- B. They are user-defined and cannot be edited.
- C. They are predefined and can be edited.
- D. They are predefined and cannot be edited.

Correct Answer: C

Section: (none)

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### QUESTION 3

Contingent workers are ineligible as per the eligibility rules defined for your organization's compensation plan. The compensation plan cycle is started. As is the standard practice, the compensation administrator schedules the "Refresh Workforce Compensation Data" nightly. A worker who was a contingent worker is now an employee of the organization and the next day shows up in Manager's worksheet. How is this possible? (Choose the best answer.)

- A. Track Ineligible Workers is selected in the compensation plan.
- B. Show Ineligible Workers is selected in the compensation plan.
- C. Hide Ineligible Workers is selected in the compensation plan.
- D. Process Ineligible Workers is selected in the compensation plan.



Correct Answer: D

Section: (none)

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#### QUESTION 4

The compensation administrator wants to run the batch process to administer the compensation cycle. Which are the four valid batch processes in terms of the compensation module? (Choose four.)

- A. Start Workforce Compensation Cycle
- B. Refresh Workforce Compensation Data
- C. Transfer Workforce Compensation Data to HR
- D. Adjust Workforce Compensation Enrollment Window
- E. Back Out Workforce Compensation Data
- F. Evaluate Workforce Compensation Participation

Correct Answer: ABCD

Section: (none)

Reference: <https://docs.oracle.com/cloud/latest/common/FAIWC.pdf>

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#### QUESTION 5

Identify the four components that can be included in a fast formula. (Choose four.)

- A. Output statement
- B. Input statement
- C. Comments
- D. Assignment statements
- E. Symbolic variables
- F. Conditions

Correct Answer: BCDF

Section: (none)

Reference: [http://docs.oracle.com/cd/E37583\\_01/doc.1116/e36894.pdf](http://docs.oracle.com/cd/E37583_01/doc.1116/e36894.pdf) (p.19)



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