



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

Oracle Workforce Rewards Cloud 2016 Implementation Essentials

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### QUESTION 1

You want to use the Workforce Compensation Budget pool for a workforce compensation plan. Select the tasks to be performed, in the correct sequence. (Choose the best answer.)

- A. Configure the workforce compensation budget pool, Configure the workforce compensation plan details, Run the Start Compensation Cycle process, Create the workforce compensation plan, Create at least one worksheet compensation component and associate the budget pool with it.
- B. Create the workforce compensation plan, Configure the workforce compensation budget pool, Configure the workforce compensation plan details, Create at least one worksheet compensation component and associate the budget pool with it, Run the Start Compensation Cycle process
- C. Create the workforce compensation plan, Configure the workforce compensation plan details, Configure the workforce compensation budget pool, Create at least one worksheet compensation component and associate the budget pool with it, Run the Start Compensation Cycle process.
- D. Create the workforce compensation plan, Configure the workforce compensation budget pool, Create at least one worksheet compensation component and associate the budget pool with it, Configure the workforce compensation plan details, Run the Start Compensation Cycle process.
- E. Run the Start Compensation Cycle process, Create the workforce compensation plan, Configure the workforce compensation budget pool, Create at least one worksheet compensation component and associate the budget pool with it, Configure the workforce compensation plan details.

Correct Answer: C

Section: (none)

Reference: [https://docs.oracle.com/cd/E60665\\_01/common/FACMC/F1441437AN11CE2.htm#F830583AN12663](https://docs.oracle.com/cd/E60665_01/common/FACMC/F1441437AN11CE2.htm#F830583AN12663)  
(tracking off-cycle compensation against a budget: procedure)

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### QUESTION 2

During the compensation review cycle, which two actions occur when a manager is allocated a zero or null budget? (Choose two.)

- A. The manager can manually allocate some budget for his team.
- B. The manager does not have access to the plan.
- C. The manager will have read-only access.
- D. The available budget becomes negative when the manager makes allocations.

Correct Answer: AC

Section: (none)

You can distribute initial budgets for one or more managers in the hierarchy. When the budget is zero or null, managers have read-only access to their budgets. A null budget contains no value. A zero budget means no amount is budgeted.

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### QUESTION 3

Employee X was hired on 5 March 2014 as a Web Designer and was reporting to Manager Y. On 10 September 2014, this employee was transferred to Manager Z to work as an Online Campaign designer. The company where Employee X works is doing a compensation cycle for the current year starting 1 October 2014. The employee record set up in the plan setting is "Employment terms," while the Legal Employer of Employee X uses a two-tier model.

On which manager's worksheet does Employee X appear? (Choose the best answer.)

- A. Manager Y, because this is the original manager of Employee X.
- B. Manager Z, because this is the current manager to whom Employee X is reporting.
- C. Both Manager Y and Manager Z, because he has worked under both of them during the current cycle.
- D. Employee X does not appear on any manager's sheet, because he will not be evaluated by the compensation plan.

Correct Answer: D

Section: (none)

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### QUESTION 4

A corporation has set up an individual compensation plan for a contribution towards a retirement benefit. This contribution must be approved by the four-level manager hierarchy. Identify all the four builders that support a restriction for the number of levels. (Choose four.)

- A. Management Chain
- B. Supervisory
- C. Position
- D. Job Level
- E. Resource
- F. Department Level

Correct Answer: BDEF

Section: (none)

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### QUESTION 5

As an implementation consultant, you are required to create an element for capturing the bonus awarded in the compensation cycle. Which two statements are correct regarding the input values of the element created? (Choose two.)

- A. The automatically created Amount input value is identified as the primary input value.
- B. No additional configuration is required to attach this element to the workforce compensation plan component.



- C. You must manually mark the Amount input value as the primary input value in the Special Purpose field.
- D. Element entries are created for all the input values of the element.
- E. It is possible to link the same element but different input values to different components or options within the same compensation plan.

Correct Answer: AB

Section: (none)

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