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QUESTION 1

A corporation has implemented Oracle Fusion Workforce Compensation. A custom element was created to capture the entry value for four input values. Data load is performed by the Batch Loader, but the associated Daily Business Intelligence (DBI) is returning the entry value corresponding only to the first input value.

Identify the option that will enable the DBI to return all the input variables. (Choose the best answer.)

- A. Delete the existing element link and create a new element link, which will automatically create all four input values.
- B. Create a new element from scratch.
- C. This scenario cannot be implemented.
- D. Create status processing rules for the input values.

Correct Answer: B

Section: (none)

QUESTION 2

As an implementation consultant, you are required to define a total compensation statement. You are creating the compensation items for the same. Which four source types are available for selection while creating a compensation item for the total compensation statement? (Choose four.)

- A. Element Entry
- B. Benefit Balance
- C. Formula
- D. Payroll Balance
- E. Deduction Range
- F. Input Value

Correct Answer: ABCD

Section: (none)

QUESTION 3

A corporation is implementing Oracle Fusion Workforce Compensation and the new salary basis is being created.

For an hourly paid employee, which option is true regarding the Annualization factor in the salary basis? (Choose the best answer.)

- A. For all hourly paid employees, a new salary basis needs to be created and associated that uses a frequency of "Hourly," and the Annualization factor will be the number of hours in a work year.



B. Whether the employee is paid hourly or not, the Annualization factor is the multiplication factor used to convert base pay at the selected frequency to an annualized amount. So any frequency can be used and the corresponding Annualization factor can be determined.

C. The Annualization factor used in salary basis is only for display purpose. The amount that is paid to the worker is always determined by the pay period on the payroll linked to worker's assignment.

D. The Annualization factor used in a salary basis is only for display purpose. The amount that is paid to the worker is always determined by the sum of all the components of the salary basis multiplied by 12.

Correct Answer: D

Section: (none)

QUESTION 4

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

Section: (none)

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

QUESTION 5

Which three tasks are part of Plan Foundation Configuration Options? (Choose three.)

- A. Components
- B. Plan Currency
- C. Plan Access
- D. Alerts
- E. Feedback Survey

Correct Answer: BCE

Section: (none)

Reference: http://docs.oracle.com/cd/E25054_01/fusionapps.1111/e20376/F606893AN43594.htm (plan foundation)



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