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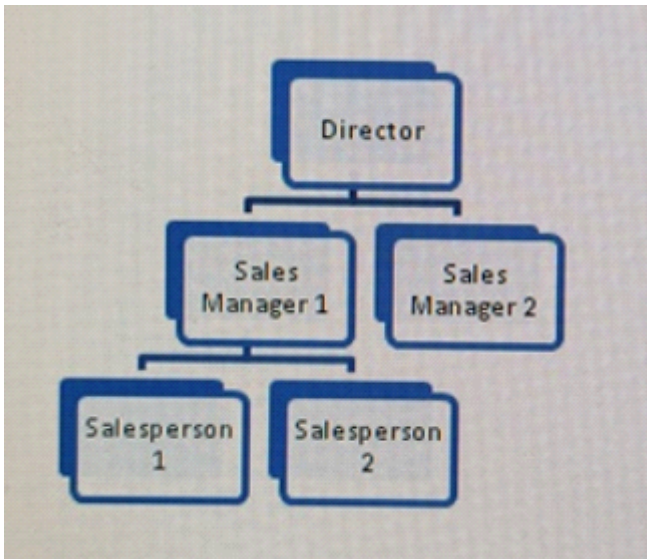
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Question No. 1

View the following credit rule hierarchy:



Salesperson 1 gets a direct credit for a 20,000 USD transaction whereas Sales Manager 1 gets a direct credit for a separate 10,000 USD transaction. What is the expected result after the Credit Roll up process runs with Rollup option turned on for the credit rule hierarchy?

- **A.** The Director, Sales Manager 1, and Salesperson 1 receive 10,000 USD, 30,000 USD, and 20,000 USD, respectively
- **B.** The Director, Sales Manager 1, and Salesperson 1 receive 30,000 USD, 30,000 USD, and 20,000 USD, respectively.
- **C.** The Director receives nothing. Sales Manager 1 and Salesperson 1 receive 10,000 USD and 20,000 USD, respectively.
- **D.** The Director, Sales Manager 1, and Salesperson 1 receive 10,000 USD, 10,000 USD, and 20,000 USD, respectively.

Answer: D

Question No. 2

A business unit has set up a calendar based on fiscal months, but period data is not displaying on reports. Select the configuration you must verify to identify the root cause.

- **A.** Report to work area mapping is defined for each period.
- **B.** Status is set to 'Active' for all of the required months.
- **C.** 'Display period data in participant reports' is selected.
- **D.** Start and end dates for the fiscal months are valid.

Answer: D

Question No. 3

A participant is transferred to another business unit.

Identify the configuration changes required to calculate and pay compensation to the participant in the new business unit.

- **A.** Assign the participant to a new role and resource group.
- **B.** Create a new HR employee record for this participant as transfer across business unit is not supported by the application.
- **C.** Assign the participant to the global business unit and global role,
- **D.** Enter an End Date for the participant record in the current business unit, import participant into the new business unit, and assign appropriate Comp Plan and Paygroup.

Answer: D

Question No. 4

You have been asked to create a report by using internal and external data sources. Identify Oracle's recommended approach for building a custom report.

- **A.** BI Analytics
- **B.** BI Answers
- **C.** BI Publisher
- **D.** OTBI Reports

Answer: C

Question No. 5

Which method enables an Incentive Compensation application administrator, to bypass payment approval?

- **A.** Set Grade Fusion Incentive Compensation: Enforce Payment Approval to 'No' in the Manage Profile Options task.
- **B.** Set up an empty payment administration hierarchy.
- **C.** Set Paysheet Approval Status to 'Approved-' in the Manage Parameters task.
- **D.** Payment approval cannot be bypassed.

Answer: C

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