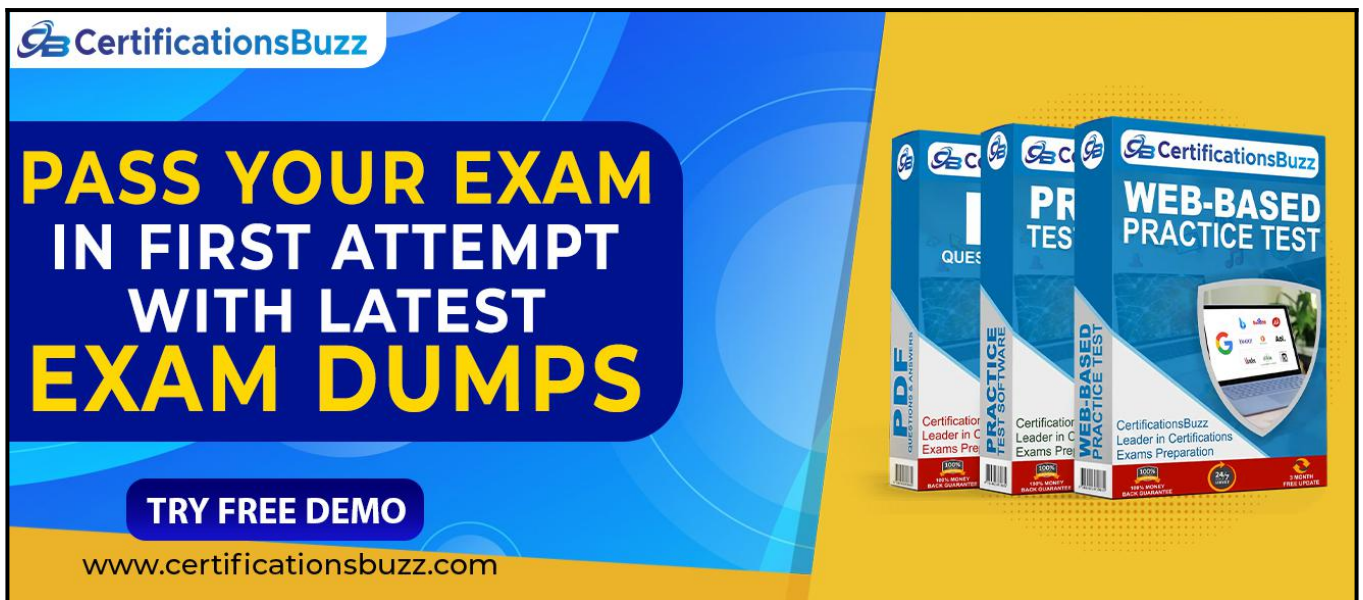


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### Question No. 1

As compensation manager, you are generating a total compensation statement for a corporation. Which two options are mandatory to be used as inputs while generating the total compensation statement? (Choose two.)

- **A.** Statement Definition Name
- **B.** Statement Period
- **C.** Legal Employer
- **D.** Compensation Category

**Answer:** B, D

### Question No. 2

While configuring a plan cycle, you have set the Worksheet update start and end dates as 15-Apr-2014 and 31-May-2014, respectively. However, when a manager logs into the workforce compensation area on 5-Apr-2014, he is able to see the active plan, but in read-only mode.

What could be the possible reason for this? (Choose the best answer.)

- **A.** Active plans are always shown in read-only mode until the Worksheet update period starts.
- **B.** Active plans are always shown in read-only mode from the Evaluation period start date, which is always prior to the Worksheet update date.
- **C.** Active plans are always shown in read-only mode once it is past the eligibility determination date.
- **D.** Active plans are always shown in read-only mode from the Plan Access start date, which is generally prior to the Worksheet update date.

**Answer:** B

### Question No. 3

A corporation is implementing Oracle Fusion Workforce Compensation and needs to set up the following for all employees:

\*Salary paid based on the grades of employees.

\*Car allowance paid based on the department and position.

\*Spot bonus paid based on a committee's decision.

Identify the correct option for the setup. (Choose the best answer.)

- **A.** Set up a salary basis for "Salary" and associate a grade rate matrix and the payroll element to it. Set up individual compensation plans for the car allowance and spot bonus, and restrict the access to line manager and HR specialist respectively. Additionally, add an eligibility profile to the car allowance to restrict it to specific departments and positions.
- **B.** Set up a salary basis for "Salary" and associate a grade rate matrix to it, and add a car allowance and spot bonus as components for the salary basis along with Salary. Attach the required payroll elements to the salary. Have salary validations to restrict access and payment for specific departments and positions.
- **C.** Set up on individual compensation plan with all three options. Add the required payroll elements and add restriction based on eligibility profiles and plan access.

- **D.** Set up Salary and the spot bonus as two salary bases, because there are no eligibility restrictions. Set up the car allowance as an individual compensation plan. Add the required payroll elements and add eligibility profiles for the car allowance for specific departments and positions.

**Answer: D**

#### **Question No. 4**

The compensation administrator has configured an Annual Salary Review plan that is linked to the performance of employees so that the annual increment amount is based on the rating that an employee has received in the performance evaluation. The percentages are fixed for each of the ratings by using the dynamic column. All the managers have completed updating the worksheet and the information has been transferred to HR by running the Transfer Workforce Compensation Data to HR process.

After this, the compensation administrator realizes that the increment percentages for each of the ratings used in the dynamic column were incorrect. Now each of these incorrect salary records should be deleted and new correct salary record entries should be made for the employees in Manage Salary.

How should you accomplish this? (Choose the best answer.)

- **A.** Change the plan status to Inactivate and create a new compensation plan with correct percentage increase for each of the ratings.
- **B.** Correct the percentage increase for each of the ratings, run the Refresh Workforce Compensation Data process, and return the same compensation plan.
- **C.** Run the Back Out Workforce Compensation Data process, run the Refresh Workforce Compensation Data process, return the same compensation plan, and then transfer the data to HR.
- **D.** Run the Back Out Workforce Compensation Data process, correct the percentage increase for each of the ratings, run the Refresh Workforce Compensation Data process, and rerun the same compensation plan.
- **E.** Run the Back Out Workforce Compensation Data process, correct the percentage increase for each of the ratings, run the Refresh Workforce Compensation Data process, and rerun the same compensation plan. Finally transfer the data to HR.

**Answer: A**

#### **Question No. 5**

The Compensation and Benefits policy defined for your organization limits contingent workers from getting an increment as part of the Annual Salary Review. As a result, the contingent workers are excluded in the eligibility profile and ineligible workers are not tracked as part of the Annual Salary Review Compensation Plan.

A recent change to this policy enforced a minimum increment for the entire contingent worker population. Consequently, the compensation administrator ran the Refresh Data process to update the worksheets and include the contingent workforce but none of the contingent workers are included. What should the compensation administrator do to bring the contingent workers into the manager's compensation worksheet? (Choose the best answer.)

- **A.** Rerun the Refresh Workforce Compensation Data process by selecting Refresh Option --

Reevaluate Eligibility.

- **B.** Update the eligibility profile to include the contingent workers and rerun the Refresh Workforce Compensation Data process by selecting Refresh Option - Reevaluate Eligibility.
- **C.** Update the eligibility profile to include the contingent workers and run the Start Workforce Compensation Cycle process.
- **D.** Run the Start Workforce Compensation Cycle process.

**Answer: B**

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