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Oracle Compensation Cloud 2022 Implementation Professional

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QUESTION 1

A corporation hasimplemented Oracle Fusion Workforce Compensation. A Salary basis has been created to manage employees\' salaries. It has a payroll element attached. As part of the Salary changes, when the compensation manager is trying to update the Salary amounts, the same is not reflecting in the payroll elements entries of the employee.

Identify the two possible causes for the issue. (Choose two.)

A. Automatic entry is checked for the payroll element used.

B. Automatic entry is checked at the element eligibility linkfor the payroll element used.

C. Salary basis is configured to be non-updatable.

D. No components are defined to handle these salary adjustments.

Correct Answer: AC

QUESTION 2

When compiling Fast Formula, you receive the error message "Database itemPER_ASG_ATTRIBUTE3 must have a DEFAULT statement because it was specified that null or not found is allowed."

What is the cause of the error? (Choose the best answer.)

A. misuse of context

B. uninitialized variable

C. incorrect operator usage

D. syntax error

Correct Answer: C

QUESTION 3

A corporation has implemented Oracle Fusion Workforce Compensation. The requirementis that Bonus Amount should be given only to the Full-Time Assignment category employees who work on weekly payroll. Additionally, the costing information must be transferred to General Ledger.

Which implementation approach is correct for creating the required element? (Choose the best answer.)

A. creating an input value and setting up costing information at the input value level

B. creating status processing rules and setting up costing information at the status processing level

C. creating an element eligibility link and setting up costing information at the link level

D. creating an auto-indirect rule and setting up costing information at the auto-indirect level

Correct Answer: C

Reference:https://docs.oracle.com/cd/E18727_01/doc.121/e13559/T8916T8918.htm

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QUESTION 4

A corporation implemented Oracle Fusion Core HR on a three-tier model with Multiple Employment Terms with Multiple Assignments as the employment model. An employee of the corporation has multiple assignments and multiple employment terms on different payroll frequencies.

What kind of salary basis must be associated with the employee? (Choose the best answer.)

A. A different salary basis associated with each assignment or employment term.

B. One salary basis for all assignments and employment terms

C. One salary basis for each assignment and one of them can be used for the employment terms

D. One salary basis for each employment terms and one of them can be used for assignment

Correct Answer: D

QUESTION 5

The compensation administrator wants to run Purge Workforce Compensation Data for one of the past compensation plans because the transaction data from that period is not required anymore. However, the compensation administrator does not get the option to include the said plan. What is the reason for this? (Choose the best answer.)

A. Purge Workforce Compensation Data cannot be run because the Transfer Workforce Compensation Data to HR process has already been run and compensation data transferred to HR.

B. Purge Workforce Compensation Data can be run only for compensation plans with Inactive status.

C. Purge Workforce Compensation Data can be run only after Back Out Workforce Compensation Data is run with the "Full Back Out" option.

D. Purge Workforce Compensation Data can be run only for compensationplans that are valid for the future.

Correct Answer: C

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