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Oracle Workforce Rewards Cloud 2016 Implementation Essentials

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QUESTION 1

Contingent workers are ineligible as per the eligibility rules defined for your organization's compensation plan. The compensation plan cycle is started. As is the standard practice, the compensation administrator schedules the "Refresh Workforce Compensation Data" nightly. A worker who was a contingent worker is now an employee of the organization and the next day shows up in Manager's worksheet. How is this possible? (Choose the best answer.)

- A. Track Ineligible Workers is selected in the compensation plan.
- B. Show Ineligible Workers is selected in the compensation plan.
- C. Hide Ineligible Workers is selected in the compensation plan.
- D. Process Ineligible Workers is selected in the compensation plan.

Correct Answer: D

Section: (none)

QUESTION 2

Which three statements are true about payroll deductions? (Choose three.)

- A. Wage basis rules are defined at the personal level and the context value for the rule is captured on the deduction card.
- B. The rates and rules that are defined on a personal deduction card cannot override the values that are defined in the deduction ranges at the legislative level.
- C. A personal deduction card contains person-specific information that is used to calculate the deduction amount.
- D. The deduction element's status processing rule drives the calculation, accessing the rates and rules that are defined for the related payroll deduction and the values that are captured on a personal deduction card.
- E. A payroll deduction comprises the rates and rules that are used to calculate the deduction amount.

Correct Answer: ADE

Section: (none)

Reference: http://docs.oracle.com/cd/E36909_01/fusionapps.1111/e20379/F720777AN456E2.htm

QUESTION 3

You create a compensation plan and attach a Compensation Performance rating model to it. While the manager is allocating compensation, he specifies a rating for each of the employees under him. Where will the rating specified by the manager be available? (Choose the best answer.)

- A. Only within the current compensation plan and all cycles associated with it
- B. Only within the current compensation plan and the current cycle



- C. To the current compensation plan and the Performance Management system
- D. To the current compensation plan and HR system

Correct Answer: C

Section: (none)

QUESTION 4

What additional action would you recommend to your customer for worker-administered plans to control plan availability in addition to HR actions? (Choose the best answer.)

- A. Manage Individual Contribution
- B. Manage Contributions
- C. Manage Variable Allocations
- D. Manage Worker Contributions
- E. Allocate Workforce Compensation

Correct Answer: E

Section: (none)

QUESTION 5

Identify the four components that can be included in a fast formula. (Choose four.)

- A. Output statement
- B. Input statement
- C. Comments
- D. Assignment statements
- E. Symbolic variables
- F. Conditions

Correct Answer: BCDF

Section: (none)

Reference: http://docs.oracle.com/cd/E37583_01/doc.1116/e36894.pdf (p.19)

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