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QUESTION 1

Your customer must use Grade Ladders to suit the industry in which it operates. How should you define the Grade Ladders that the customer needs? (Choose the best answer.)

- A. by associating the Grade Ladders with legal entities
- B. by using LDG-specific Grade Min, Max, and Mid Point rate values
- C. by using Min, Max, and Mid Point rate values
- D. by using steps and rate values

Correct Answer: C

Section: (none)

QUESTION 2

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 3

Which is the correct priority of deduction information from highest to lowest? (Choose the best answer.)

- A. 1. Personal deduction card (payroll relationship level). 2. Tax reporting unit deduction card. 3. Payroll statutory unit deduction card. 4. Payroll deduction range values (legislative data group level).
- B. 1. Personal deduction card (payroll relationship level). 2. Payroll statutory unit deduction card. 3. Tax reporting unit deduction card. 4. Payroll deduction range values (legislative data group level).
- C. 1. Payroll statutory unit deduction card. 2. Tax reporting unit deduction card. 3. Payroll deduction range values (legislative data group level) 4. Personal deduction card (payroll relationship level).
- D. 1. Personal deduction card (payroll relationship level). 2. Payroll deduction range values (legislative data group level) 4. Payroll statutory unit deduction card. 4. Tax reporting unit deduction card.



Correct Answer: A

Section: (none)

QUESTION 4

A corporation is implementing Oracle Fusion Workforce Compensation and needs to give a spot bonus for a new hire as well as give the same for special recognition for employees.

Identify the correct option that will enable the organization to achieve the desired results. (Choose the best answer.)

- A. Configure the spot bonus as an individual compensation plan and add "Hire" as an action. Then, after an employee is hired, this plan can be added to employees anytime.
- B. Configure the spot bonus as an individual compensation plan and add "Hire" as an action so that for HR action "Hire", this bonus can be added. Also add "Manage Individual Compensation," which will enable Managers to add it to reportees.
- C. Configure the spot bonus as an individual compensation plan and add "Hire" as an action so that for HR action "Hire," this bonus can be added. Also add "Manage Contributions," which will enable managers to add it to reportees.
- D. Configure the spot bonus as an individual compensation plan and add "All" as an action so that this plan can be added to anyone at any time.

Correct Answer: D

Section: (none)

QUESTION 5

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)



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