



1Z0-330^{Q&As}

Oracle Workforce Rewards Cloud 2016 Implementation Essentials

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QUESTION 1

You are configuring a plan cycle date that should be visible to managers on the Approvals tab so that they can submit their worksheets before that date. But you do not want to enforce the date because you want the managers to be able to submit their worksheets even after the date is past. Which date should you use? (Choose the best answer.)

- A. HR extraction date
- B. currency conversion date
- C. default date due
- D. evaluation period start and end dates
- E. worksheet update start and end dates

Correct Answer: B

Section: (none)

QUESTION 2

What happens if eligibility requirements are different for components than they are for a plan? (Choose the best answer.)

- A. Component-level eligibility is ignored and a warning is reported.
- B. Plan-level eligibility is evaluated before component-level eligibility.
- C. Component-level eligibility is evaluated before plan-level eligibility.
- D. This is not possible. Component-level eligibility is always identical to plan-level eligibility.
- E. Plan-level eligibility is ignored and a warning is reported.

Correct Answer: B

Section: (none)

QUESTION 3

The compensation administrator wants to run the batch process to administer the compensation cycle. Which are the four valid batch processes in terms of the compensation module? (Choose four.)

- A. Start Workforce Compensation Cycle
- B. Refresh Workforce Compensation Data
- C. Transfer Workforce Compensation Data to HR
- D. Adjust Workforce Compensation Enrollment Window



- E. Back Out Workforce Compensation Data
- F. Evaluate Workforce Compensation Participation

Correct Answer: ABCD

Section: (none)

Reference: <https://docs.oracle.com/cloud/latest/common/FAIWC.pdf>

QUESTION 4

While configuring Workforce Compensation Plan, you specify Performance Rating date in Plan Cycle as the same in multiple plans.

What will happen when the manager updates a compensation performance rating in the worksheet of one plan? (Choose the best answer.)

- A. The rating will be available to only the plan where it is updated.
- B. The rating will be available to all plans that are currently active.
- C. The rating will be available to all plans with the same Performance Rating date in Plan Cycle.
- D. The rating will be available to only the plans where the same manager is involved.

Correct Answer: B

Section: (none)

QUESTION 5

In the workforce compensation work area, the Manager's Worksheet Status is "In Approvals". What progress has the compensation manager made through a workforce compensation cycle? (Choose the best answer.)

- A. A budget was published to the manager.
- B. The manager submitted his or her worksheet for approval.
- C. The first-level manager approved the manager's worksheet.
- D. The highest-level manager or approver in the approval hierarchy approved the manager's worksheet.
- E. The manager saved some changes to his or her worksheet.

Correct Answer: D

Section: (none)



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