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QUESTION 1

As an implementation consultant, you are required to define a total compensation statement. You are creating the compensation items for Salary, Merit Increase, and so on. Identify one set of values that Compensation Items can hold. (Choose the best answer.)

- A. Monetary, Nonmonetary, Date, Text
- B. Monetary, Nonmonetary, Timestamp, Text
- C. Monetary, Timestamp, Boolean
- D. Monetary, Nonmonetary, Date, Boolean

Correct Answer: B

Section: (none)

Reference: https://docs.oracle.com/cd/E37583_01/doc.1116/e22776/F387366AN19E05.htm

QUESTION 2

A corporation is implementing Oracle Fusion Workforce Compensation and must set up compensation history. Identify the three correct options regarding the salary component. (Choose three.)

- A. The base rate shown in the salary section is the most recent pay rate.
- B. The base rate shown in the salary section is the average of the pay rate for the entire year.
- C. The growth rate shown in the details shows both cumulative and average annual salary growth rates.
- D. The base rate shown in the previous years is the pay rate on 31 December of each year.

Correct Answer: ACD

Section: (none)

QUESTION 3

Your customer wants to give its employees a way to donate to charity. This donation could be started anytime in the year and can be updated or stopped only during the month of September.

Identify the correct set of plan restriction to achieve the desired results. (Choose the best answer.)

- A. The individual compensation plan must be set up with "NO" for plan access restriction.
- B. The individual compensation plan must be set up with the following restrictions:

New Allocations: Always

Update Allocations: Specific period Sep 1– Sep 30



Withdraw Allocations: Specific period Sep 1 – Sep 30

C. The individual compensation plan must be set up with the following restrictions:

Create Allocations: Always

Update Allocations: Specific period Sep 1 – Sep 30

Discontinue Allocations: Specific period Sep 1 – Sep 30

D. The individual compensation plan must be set up with the following restrictions:

New Allocations: Always

Update Allocations: Specific period Sep 1–Sep 30

Discontinue Allocations: Specific period Sep 1 – Sep 30

Correct Answer: B

Section: (none)

QUESTION 4

A corporation has implemented Oracle Fusion Workforce Compensation. The consultant creates multiple elements to meet the business requirements.

Which three statements will help him to make a decision about the element classification? (Choose three.)

- A. Primary classifications are provided mainly to reflect tax legislation.
- B. Secondary classifications are subsets of the primary classifications.
- C. Predefined primary classifications cannot be removed or changed.
- D. Predefined secondary classifications can be removed or changed.
- E. Elements can have multiple primary and multiple secondary classifications.

Correct Answer: ABC

Section: (none)

Reference: https://docs.oracle.com/cloud/farel8/globalcs_gs/OAWRK/F1174250AN60F28.htm (manage element classifications)

QUESTION 5

Performance Ratings are enabled in a compensation plan and a Rating Model is supposed to be created. Which two mandatory tasks are involved in creating the Rating Model? (Choose two.)

- A. Create a Rating Level for the rating model.



- B. Review points with from and to points entered for the rating level.
- C. Populate Rating Categories for all rating levels.
- D. Create Target Distributions for each of the rating levels.

Correct Answer: CD

Section: (none)

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