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QUESTION 1

The compensation manager wants to run the batch process to start the compensation cycle. Which statement correctly describes the Back Out Workforce Compensation Data process? (Choose the best answer.)

- A. It backs out started and processed events for participants.
- B. It removes unneeded transaction data from prior plan cycles.
- C. It reverses a completed Start Workforce Compensation Cycle process or removes posted salary, payroll, and HR changes.
- D. It backs out unrestricted events for participants.

Correct Answer: C

Section: (none)

Reference: <http://www.erpknowledge.com/>

QUESTION 2

What happens if you include ineligible workers on the worksheet? (Choose the best answer.)

- A. It displays ineligible workers but managers can allocate compensation, promote workers, and rate worker performance.
- B. It displays ineligible workers but managers cannot allocate compensation, promote workers, or rate worker performance.
- C. It does not display ineligible workers and managers cannot allocate compensation, promote workers, or rate worker performance.
- D. It does not display ineligible workers but managers can allocate compensation, promote workers, or rate worker performance.

Correct Answer: B

Section: (none)

QUESTION 3

A corporation has implemented Oracle Fusion Workforce Compensation. A custom element was created to capture the entry value for four input values. Data load is performed by the Batch Loader, but the associated Daily Business Intelligence (DBI) is returning the entry value corresponding only to the first input value.

Identify the option that will enable the DBI to return all the input variables. (Choose the best answer.)

- A. Delete the existing element link and create a new element link, which will automatically create all four input values.
- B. Create a new element from scratch.



- C. This scenario cannot be implemented.
- D. Create status processing rules for the input values.

Correct Answer: B

Section: (none)

QUESTION 4

Your customer's Workforce Compensation Plan for Annual Salary Review is set up with the following dates in the Plan Cycle:

Evaluation Period Start Date: 1-Jan-2014

Evaluation Period End Date: 31-Dec-2014

Worksheet Update Period Start Date: 1-Jan-2014

Worksheet Update Period End Date: 31-Dec-2014

HR Data Extraction: 31-Dec-2014

Eligibility Determination Date: 31-Dec-2014

There is a worker with a termination date of 30-Oct-2014. When the Transfer Data to HR process is run, it fails for this worker. What should you do to successfully add the lump sum award element entries and salary adjustments? (Choose the best answer.)

- A. The worker termination date should be changed to reflect the same date as the HR Data Extraction date.
- B. The salary adjustment or lumpsum effective date must be later than the worker's payroll last standard process date.
- C. The salary adjustment or lumpsum effective date must be earlier than or equal to the worker's termination date.
- D. The salary adjustment or lumpsum must be manually calculated and added for such workers.
- E. Terminated workers should be excluded from being processed in Workforce Compensation plans.

Correct Answer: C

Section: (none)

QUESTION 5

The Compensation and Benefits policy defined for your organization limits contingent workers from getting an increment as part of the Annual Salary Review. As a result, the contingent workers are excluded in the eligibility profile and ineligible workers are not tracked as part of the Annual Salary Review Compensation Plan.

A recent change to this policy enforced a minimum increment for the entire contingent worker population. Consequently, the compensation administrator ran the Refresh Data process to update the worksheets and include the contingent workforce but none of the contingent workers are included. What should the compensation administrator do to bring the contingent workers into the manager's compensation worksheet? (Choose the best answer.)



- A. Rerun the Refresh Workforce Compensation Data process by selecting Refresh Option ?Reevaluate Eligibility.
- B. Update the eligibility profile to include the contingent workers and rerun the Refresh Workforce Compensation Data process by selecting Refresh Option - Reevaluate Eligibility.
- C. Update the eligibility profile to include the contingent workers and run the Start Workforce Compensation Cycle process.
- D. Run the Start Workforce Compensation Cycle process.

Correct Answer: B

Section: (none)

QUESTION 6

You are configuring approvals under the Worksheets task list for an annual workforce compensation plan. Your customer wants the worksheets to be approved by different people other than the hierarchy determined for the plan.

How should you accomplish this? (Choose the best answer.)

- A. Create an alternate manager approval hierarchy that overrides the plan hierarchy.
- B. Create an alternate manager approval hierarchy and replace the plan hierarchy with the created alternate hierarchy.
- C. Have the customer change the business process because you cannot have different approval hierarchies for the plan and the worksheet.
- D. Create an alternate position approval hierarchy that overrides the plan hierarchy.

Correct Answer: D

Section: (none)

QUESTION 7

When initiating an award, what is correct regarding possible workflow tasks? (Choose the best answer.)

- A. You may use either VariableAllocationTask and VariablbeAllocationFYITask
- B. You must use VariableAllocationTask and not VariableAllocationFYITask.
- C. You must use VariableAllocationFYITask and not VariableAllocationTask.
- D. You must use VariableAllocationTask and edit the rules if using only for notification.

Correct Answer: C

Section: (none)

QUESTION 8



A corporation has implemented Oracle Fusion Workforce Compensation. The consultant must now create an element eligibility link for an Earnings element. While creating the element eligibility link, which three options can be set up in the element eligibility work area? (Choose three.)

- A. general information
- B. input values
- C. costing
- D. status processing rules
- E. retroactive components
- F. auto indirect rules

Correct Answer: BCF

Section: (none)

QUESTION 9

A corporation has implemented Oracle Fusion Workforce Compensation. Per business requirements, the Fusion consultant must integrate Oracle Fusion Workforce Compensation with Oracle Fusion Benefits to fetch the value of Benefits Amount as one of the input values for the Benefit element to get the eligible salary of an employee for the compensation process.

Identify the option that will enable fetching of the Benefits Amount value. (Choose the best answer.)

- A. Select the "Allow User Entry" and "Create a Database Item" check boxes for the element input value.
- B. Database items are created by default for the element input values.
- C. Select "Pay Separately" as the "Special Purpose" option.
- D. Create an "Amount" input value at the element eligibility link level.

Correct Answer: A

Section: (none)

QUESTION 10

What is the maximum number and kind of items that you can add when defining a custom category? (Choose the best answer.)

- A. three custom columns
- B. five custom columns
- C. three items
- D. three subcategories



Correct Answer: B

Section: (none)

Reference: https://docs.oracle.com/cd/E37583_01/doc.11116/e22776/F387366AN19E05.htm (See custom)

QUESTION 11

Your client is a consumer goods wholesaler. The client's organization has five departments. While performing compensation budgeting activity, the client has a policy that the departments that have exceeded their sales targets receive an additional budget to reward the employees in that department. In the current year, only the Electronics department has exceeded its sales target. How would the compensation manager allocate the extra budget to the manager of the Electronics Department? (Choose the best answer.)

- A. Publish the original budgets to all managers, followed by publishing the extra budget to only the manager of the Electronics department.
- B. Create a separate compensation plan for Electronics department employees and publish the extra budget to the manager of the department.
- C. Initiate budgets automatically by using the Start Compensation Cycle process.
- D. Request excess budget allocation from the manager above him.

Correct Answer: A

Section: (none)

QUESTION 12

What classification can you use if employees submit timecards and you want absences taken by these employees to show on the statement of earnings? (Choose the best answer.)

- A. Either Absence or Information Classification
- B. Absence Classification
- C. Standard Earnings Classification
- D. Information Classification
- E. Either Standard Earnings or Absence Classification
- F. Any classification will result in the absences showing

Correct Answer: C

Section: (none)

Reference: http://docs.oracle.com/cd/E25054_01/fusionapps.1111/e20376/F566545AN4D67C.htm (using the standard earnings classification)



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