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Oracle Incentive Compensation Cloud 2018 Implementation Essentials

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QUESTION 1

Your client is tuning four performance measures with the same output expression `\\SUM (Credit.Credit Amount)\\` and no scorecard. The following transactions were processed through the performance measure.

Trx Number	Event Date (DD/MM/YYYY)	Credit Amount
Trx1	1/1/2005	1,000.00
Trx2	1/1/2005	1,100.00
Trx3	1/1/2005	1,300.00
Trx4	1/1/2005	1,200.00
Trx5	1/2/2005	1,000.00
Trx6	1/2/2005	1,000.00
Trx7	1/2/2005	1,000.00
Trx8	1/3/2005	1,000.00
Trx9	1/4/2005	1,000.00

On examining closely, you found that though performance measure has the same output expression, the output (refer below) for the performance measure is not equal.

	PM1 Output	PM2 Output	PM3 Output	PM4 Output
Jan-2005	4,600.00	4,600.00	4,600.00	4,600.00
Feb-2005	3,000.00	7,600.00	7,600.00	7,600.00
Mar-2005	1,000.00	8,600.00	8,600.00	8,600.00
Apr-2005	1,000.00	1,000.00	9,600.00	9,600.00

Which performance measure attribute is responsible for this variation?

- A. Distribute By
- B. Unit of Measure
- C. Performance Interval
- D. Process Transactions

Correct Answer: B



QUESTION 2

A payment plan is to be configured to pay a minimum (draw) flat amount of 8,000 per period, which is nonrecoverable. Payment adjustments must be applied only to commission type earnings, and bonus earnings should not be adjusted by the payment plan.

How should you configure the payment plan?

A. Associate the "Commission" payment group category to '\\Commission\\' type plan components. In the Payment Plan, select `Commission\\' from the Payment Group Category drop down, enter 8,000 in the Flat Minimum Amount to Pay Participant field, enter 8,000 in the Maximum Payment field, select "Yes" for the Carry Forward Maximum drop down, and select `No\\' for the Minimum Recovery option.

B. Associate the `Commission\\' Incentive Type (payment group category) to '\\Commission\\' type plan components. In the Payment plan, select '\\Commission\\' from the Payment Group Category drop down, enter 8,000 in the Flat Minimum Amount to Pay Participant field, and select '\\No\\' for the Minimum Recovery option.

C. Associate the '\\Commission\\' Incentive Type (payment group category) to '\\Commission\\' type plan components. In the Payment Plan, select '\\Commission\\' from the Payment Group Category drop down, enter 8,000 in the Flat Minimum Amount to Pay Participant field, and select the `Yes\\' for the Minimum Recovery option and `Immediate\\' for the Recovery Start option.

D. Associate the '\\Commission\\' payment group category to "Commission\\' type plan components. In the Payment Plan, select '\\Commission\\' from the Payment Group Category drop down, enter 8,000 In the Flat Minimum Amount to Pay Participant field, enter 8,000 in the Maximum Payment field, select '\\Yes\\' for the Carry forward Maximum drop down, select `Yes\\' for the Minimum Recovery option, and '\\Immediate\\' for the Recovery Start option.

Correct Answer: B

QUESTION 3

View the following credit rule hierarchy:





Salesperson 1 gets a direct credit for a 20,000 USD transaction whereas Sales Manager 1 gets a direct credit for a separate 10,000 USD transaction. What is the expected result after the Credit Roll up process runs with Rollup option turned on for the credit rule hierarchy?

- A. The Director, Sales Manager 1, and Salesperson 1 receive 10,000 USD, 30,000 USD, and 20,000 USD, respectively
- B. The Director, Sales Manager 1, and Salesperson 1 receive 30,000 USD, 30,000 USD. and 20,000 USD, respectively.
- C. The Director receives nothing. Sales Manager 1 and Salesperson 1 receive 10,000 USD and 20,000 USD, respectively.
- D. The Director, Sales Manage, 1, and Salesperson 1 receive 10,000 USD, 10,000 USD, and 20,000 USD, respectively.

Correct Answer: D

QUESTION 4

Which two currencies must you define when creating compensation business units?

- A. Operating
- B. Participant Home
- C. Functional
- D. Processing

Correct Answer: AD

https://docs.oracle.com/cd/E60665_01/salescs_gs/OAWIC/OAWIC1069924.htm

QUESTION 5

Your customer is eager to see quick benefits with the new cloud software they bought. Which approach can you recommend?

- A. Configure in Production instance from the start of the project.
- B. Conduct thorough requirement sessions to determine priorities.
- C. Start small and add functionality incrementally.
- D. Import data that fits out of the box and enable reporting.

Correct Answer: C



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