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Oracle Workforce Rewards Cloud 2016 Implementation Essentials

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**QUESTION 1**

An organization provides compensation such as salary and bonus earnings for its workers. It also tracks commissions and company-paid taxes for them. Which two statements are true when configuring the items? (Choose two.)

- A. Benefit Balance will require you to specify the Legislative Data Group as the Additional Data Entry.
- B. Element Entry will require you to specify the Legislative Data Group as the Additional Data Entry.
- C. Formula will require you to specify the Legislative Data Group as the Additional Data Entry.
- D. Payroll Balance will require you to specify the Legislative Data Group as the Additional Data Entry.

Correct Answer: CD

Section: (none)

QUESTION 2

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

- A. You may use either VariableAllocationTask and VariableAllocationFYITask
- 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 3

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)

**QUESTION 4**

Your client wants to offer a spot incentive bonus to hourly employees who worked 100 percent of their scheduled shift hours in a three-month period. What type of eligibility profile can you use in this case? (Choose the best answer.)

- A. Employment-criteria-based eligibility profile
- B. User-defined-criteria-based eligibility profile
- C. Derived-factor-based eligibility profile
- D. Fast-formula-based eligibility profile

Correct Answer: B

Section: (none)

Reference: http://docs.oracle.com/cd/E15586_01/fusionapps.1111/e20379/F344193AN3294E.htm

QUESTION 5

A corporation needs to set up a compensation plan for a vehicle allowance that will allow different amounts for different types and models of vehicles. How can you achieve the desired results? (Choose the best answer.)

- A. Configure one compensation plan and add as many options as there are allowed for vehicle types and models. Define eligibility and associate the same payroll element to all the options such that an employee can use only one option.
- B. Configure as many compensation plans as there are allowed types and models of vehicles, because options cannot have eligibility profiles associated, and use different payroll elements for each of them.
- C. Configure one compensation plan, add as many options as there are allowed for different types and models. Define eligibility and associate the different payroll elements to all the options such that any payroll element can be associated with only one plan and option.
- D. Configure as many compensation plans as there are different types and models, because options cannot have associated eligibility profiles, and use the same payroll element for all of them.

Correct Answer: A

Section: (none)

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