



1Z0-330^{Q&As}

Oracle Workforce Rewards Cloud 2016 Implementation Essentials

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**QUESTION 1**

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 2

As compensation manager, you are generating a total compensation statement for a corporation. Which two options are mandatory to be used as inputs while generating the total compensation statement? (Choose two.)

- A. Statement Definition Name
- B. Statement Period
- C. Legal Employer
- D. Compensation Category

Correct Answer: BD

Section: (none)

QUESTION 3

Which three statements are true about individual compensation plans? (Choose three.)

- A. A user's ability to access or make updates to awards in individual compensation plans may be restricted by the user's association to a Legislative Data Group.
- B. Individual compensation plans are not necessary for payment of items such as spot bonus.
- C. Individual compensation plans are necessary for payment of items such as spot bonus.
- D. Workers are individual compensation plans to manage their own contributions to charitable or savings plans.
- E. Individual compensation plans define compensation that managers can award to individual workers outside of the



regular compensation cycle, such as spot bonus or education reimbursement.

Correct Answer: CDE

Section: (none)

Reference: https://docs.oracle.com/cd/E37017_01/fusionapps.1115/e20376/F668086AN4EC23.htm (individual compensation plans: explained)

QUESTION 4

The Budget Pool Storage Method selected is "Amount." One of the line managers in the organization has twenty employees reporting to him. One of the employees leaves the organization during the compensation cycle. What will be the effect on the budget allocated to the Line Manager? (Choose the best answer.)

- A. The published budgets change when a manager's total eligible salary changes, such as when workers are reassigned.
- B. The published amounts stay with the manager when workers are reassigned or their eligibility changes.
- C. The published budgets change when a manager's total eligible salary changes, such as when workers eligibility changes.
- D. The published budgets is always a percentage of the total budget pool.

Correct Answer: C

Section: (none)

QUESTION 5

Your client has set up an individual compensation plan for a contribution towards a retirement benefit. This contribution must be approved by the three-level manager hierarchy. While setting up the approval hierarchy, the compensation administrator wanted to set up notifications for any errors occurring during the workflow.

Identify the three allowed options needed to set up notifications accordingly. (Choose three.)

- A. Individual users
- B. Groups
- C. Application roles
- D. Duty roles

Correct Answer: BCD

Section: (none)



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