1Z0-330 Q&As

Oracle Workforce Rewards Cloud 2016 Implementation Essentials

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QUESTION 1

Your client\\'s compensation plan for employees includes a component that is based on years of service in the organization. If a person completes 10 years in the company, he or she will be eligible for a seniority component and the associated fixed salary amount. What type of eligibility profile you would need to create in order to track work experience of people? (Choose the best answer.)

A. Employment-based eligibility criteria suing hire date

B. Derived –factor-based eligibility criteria using length of service

C. User-defined-criteria-based eligibility profile using hire date

D. Employment-based-eligibility-criteria using length of service

Correct Answer: D

Section: (none)

QUESTION 2

A corporation implemented Oracle Fusion Workforce Compensation. A Salary Basis has been created and attached to the workers and a Compensation cycle has been run. The corporation now wants to use a different Grade rate for the

salary basis.

Which option is true? (Choose the best answer.)

A. After the salary basis is associated with any worker, you cannot delete it or modify any characteristic. Therefore, a new Salary Basis must be created with a new Grade rate.

B. A new Grade rate can be created and the Salary basis can be modified to include it.

C. No new Grade rate can be created.

D. The salary of an employee is based on the grade to which the employee is assigned. Therefore, nothing has to be changed at the salary basis level once it has been created. Employee data must be modified to reflect the new grade.

Correct Answer: D

Section: (none)

QUESTION 3

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 4

A corporation implemented Oracle Fusion Core HR on a three-tier model with Multiple Employment Terms with Multiple Assignments as the employment model. An employee of the corporation has multiple assignments and multiple employment terms on different payroll frequencies.

What kind of salary basis must be associated with the employee? (Choose the best answer.)

A. A different salary basis associated with each assignment or employment term.

B. One salary basis for all assignments and employment terms

C. One salary basis for each assignment and one of them can be used for the employment terms

D. One salary basis for each employment terms and one of them can be used for assignment

Correct Answer: D

Section: (none)

QUESTION 5

Your customer wants line managers to be able to access the active workforce compensation plan during the first three months of the Plan period, but not to update it. The evaluation period start and end dates for the plan are January 1 to December 31 of the year.

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

A. Configure Plan access start and end dates from January 1 to March 31 of the year and Worksheet update period start and end dates from April 1 to December 31 of the year.

B. Configure Worksheet update period start and end dates from January 1 to March 31 of the year and Plan access start and end dates from April 1 to December 31 of the year.

C. Configure Plan access start and end dates from January 1 to December 31 of the year.

D. Configure Worksheet update period start and end dates from January 1 to December 31 of the year.

Correct Answer: B

Section: (none)

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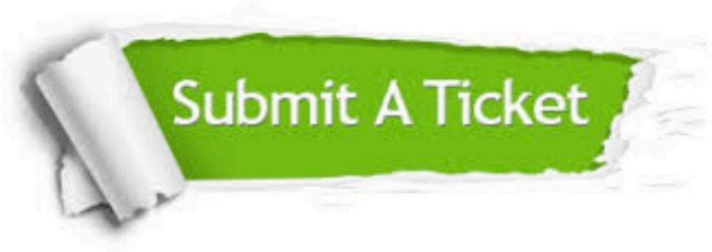

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