



# 1Z0-330<sup>Q&As</sup>

Oracle Workforce Rewards Cloud 2016 Implementation Essentials

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**QUESTION 1**

A corporation is implementing Oracle Fusion Workforce Compensation and must set up compensation history. Identify the three correct options regarding the salary component. (Choose three.)

- A. The base rate shown in the salary section is the most recent pay rate.
- B. The base rate shown in the salary section is the average of the pay rate for the entire year.
- C. The growth rate shown in the details shows both cumulative and average annual salary growth rates.
- D. The base rate shown in the previous years is the pay rate on 31 December of each year.

Correct Answer: ACD

Section: (none)

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**QUESTION 2**

Which three dates are mandatory while creating plan cycles? (Choose three.)

- A. Evaluation Period Start Date
- B. Worksheet Update Period Start Date
- C. Plan Access Start Date
- D. HR Data Extraction Date
- E. Performance Rating Date
- F. Default Due Date

Correct Answer: ABC

Section: (none)

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**QUESTION 3**

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)

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#### QUESTION 4

Identify the three choices available when configuring approvals. (Choose three.)

- A. Approval mode
- B. Submit mode
- C. Alternate approver hierarchy
- D. Auto Approval

Correct Answer: ABC

Section: (none)

Reference: <http://www.oracle.com/technetwork/fusion-apps/compensationmanagement-e22776-02-1514585.pdf> (p.45)

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#### QUESTION 5

A corporation has implemented Oracle Fusion Workforce Compensation. The requirement is that Bonus Amount should be given only to the Full-Time Assignment category employees who work on weekly payroll. Additionally, the costing information must be transferred to General Ledger.

Which implementation approach is correct for creating the required element? (Choose the best answer.)

- A. creating an input value and setting up costing information at the input value level
- B. creating status processing rules and setting up costing information at the status processing level
- C. creating an element eligibility link and setting up costing information at the link level
- D. creating an auto-indirect rule and setting up costing information at the auto-indirect level

Correct Answer: C

Section: (none)

Reference: [https://docs.oracle.com/cd/E18727\\_01/doc.121/e13559/T8916T8918.htm](https://docs.oracle.com/cd/E18727_01/doc.121/e13559/T8916T8918.htm)

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