Oracle

Exam 1z0-495

Oracle Fusion HCM: Compensation 2014 Essentials

Version: 6.0

[Total Questions: 71]

Question No : 1

While configuring theBudget page, you aresetting the propertiesof the job column.

Which two sections are availablein the propertiesfor the job column?

A. General
B. Default Value
C. Information
D. Legal Employee

Answer: A,C

Question No : 2

Identify the three correct statements for an alternate approver hierarchy.

A. By defining alternate approvers, you replace the standard approval hierarchy for a manager with a new set or sequence of approvers.
B. The alternate approver must be a part of the regular plan hierarchy.
C. You can create multiple approvers for the same manager.
D. The highest Approval sequence is the final approver.

Answer: A,C,D

Question No : 3

What happens when you defineWorkforce Compensation Plan components but the employeeto whom the compensation changeis being administered does nothave ant componentin this or her salary?

A. The sum of all components identified to be posted as single salary adjustment amount to the employee salary record.
B. The first component is automatically mapped to the salary and amount associated with this component is posted as a salary adjustment to the employee record.
C. The component adjustment is not posted as a salary adjustment to the employee's record. While designing the compensation plan, it has to be kept in mind that plan components must have a direct mapping with the employee's salary components.

Answer: B

Question No : 4

Your client's organization isa multi-country organization with headquartersin the US.All employees arecoveredunder global compensationplan.However, the managers in eachcountrywants toadminister compensationin their country'srespective currency. Howwould you enable this feature?

A. Set the preferred currency in the worksheet
B. Enable currency switching
C. Display the corporate currency
D. Use fast formula to display the employee currency using conversion rates

Answer: B

Question No : 5

A Corporation has implemented Oracle Fusion Compensation for a manufacturing client.

Which is the building block usedin the calculationof deductions and exemptions?

A. Deduction ranges
B. Deduction range groups
C. Deduction range Values
D. Deduction overrides

Answer: B

Question No : 6

As an implementation consultant, you are required to define a total compensation statement. To construct the total compensation statement, you must follow a set of activities in sequence.

Select the correct sequence to construct a total compensation statement.

A. Create compensation items >> attach the items to compensation categories >> arrange categories hierarchically in the statement definition >> specify the statement period and display options >> generate the statement.

B. Create compensation items >> specify the statement period and display options >> arrange categories hierarchically in the statement definition >> attach items to compensation categories >> generate the statement.

C. Create compensation items >> generate a statement >> specify the statement period and display options >> arrange categories hierarchically in the statement definition >> attach items to compensation categories.

D. Create compensation items >> attach the items to compensation categories >> generate the statement >> specify the statement period and display options >> arrange categories hierarchically in the statement definition.

Answer: D

Question No : 7

As an implementationconsultant, you arerequired to define a total compensationstatement.You are creating thecompensationitems for the same.Which foursource types are available for selectionwhile creating acompensationitem for the total compensation statement?

A. Element Entry
B. Benefit Balance
C. Formula
D. Payroll Balance
E. Deduction Range
F. Input Value

Answer: A,B,D,F

Question No : 8

A corporation has implementedOracle Fusion CompensationManagement andset up an individualcompensationplan with the following details.

- ✏ Name: Variable component
- ✏ Restrict plan access: Yes
- ✏ Action: Manage Contributions
- ✏ Access Level: New
- ✏ Allocations: Always Allow

✍ Update Allocations: Never Allow
✍ Discontinue Allocations: "Allowed during a specific period" with the period start and end dates configured.

Identify the correct option for the actions possible.

A. All Employees will be able start the contribution anytime, update never, but discontinue during the period defined.
B. Only managers will be able start the contribution anytime, update never, but discontinue during the period defined for any specific employee by using the manager dashboard.
C. The plan setup is always for HR to take actions and, therefore, only HR will be able to start the contribution anytime, update never, but discontinue during the period defined for any specific employee.
D. The contribution will be automatically added to all the employees in the payroll and HR can discontinue allocations on a request basis.

Answer: A

Question No : 9

You can use predefined alerts to notify managers about issues on the worksheet that need their attention.

Which four predefined alerts are available?

A. Salary changed in HR
B. Allocation outside target range
C. Grade changed in HR
D. Job changed in HR
E. Worker was terminated
F. Worker is on long-term leave

Answer: B,C,E,F

Question No : 10

Your client's eligibility criteria requires you to create user-defined criteria. While creating, you realize that certain fields are available to you. Upon researching you find out that only fields from the following two records and for fields that do not belong to these records fast formula is required.

Which are those two records?

A. Compensation History
B. Person Attributes
C. Legislative Information
D. AssignmentTables

Answer: B,D

Question No : 11

A corporation implemented Oracle Fusion Compensation Management. A salary bas/s has been created and attached to the employee and a compensation cycle has been run. The corporation wants to include a new component as part of the salary basis.

Which three are predefined components?

A. Regular and automatic adjustment
B. Market adjustment due to salary being out of line with the market
C. Equity adjustment to correct salary compression or inversion
D. Adjustment due to corrections within the organization

Answer: A,B,D

Question No : 12

A corporation is implementing Oracle Fusion Compensation Management and needs to give a spot bonus for a new hire as well as give the same for special recognition for employees.

Identify the correct option that will enable the organization to achieve the desired results.

A. Configure the spot bonus as an individual compensation plan and add "Hire" as an action. Then, after an employee is hired, this plan can be added to employees anytime.
B. Configure the spot bonus as an individual compensation plan and add "Hire" as an action so that for HR action "Hire," this bonus can be added. Also add "Manage Individual Compensation," which will enable Managers to add it to reportees.
C. Configure the spot bonus as an individual compensation plan and add "Hire" as an action so that for HR action "Hire," this bonus can be added. Also add "Manage