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Vendor:Oracle

Exam Code:1Z0-330

Exam Name:Oracle Workforce Rewards Cloud 2016
Implementation Essentials

Version:Demo

QUESTION 1

A corporation implemented Fusion Compensation and must run a compensation cycle. The corporation has seven different active components in the salary basis. Salaries of all the employees must be updated in bulk mode.

Which statement is true about the bulk update using Integrated Workbook? (Choose the best answer.)

- A. Integrated Workbook can be used to update all the seven components.
- B. Only the first four active components will be loaded at a time by Integrated Workbook.
- C. Only the first five active components will be loaded at a time by Integrated Workbook.
- D. Only the first six active components will be loaded at a time by Integrated Workbook.

Correct Answer: D

Section: (none)

QUESTION 2

What classification can you use if employees submit timecards and you want absences taken by these employees to show on the statement of earnings? (Choose the best answer.)

- A. Either Absence or Information Classification
- B. Absence Classification
- C. Standard Earnings Classification
- D. Information Classification
- E. Either Standard Earnings or Absence Classification
- F. Any classification will result in the absences showing

Correct Answer: C

Section: (none)

Reference: http://docs.oracle.com/cd/E25054_01/fusionapps.1111/e20376/F566545AN4D67C.htm (using the standard earnings classification)

QUESTION 3

You have configured a compensation plan to include ratings from the performance management system. For one particular division, the performance ratings have not been finalized and are shown as blank on the compensation worksheet.

The manager updates the performance rating while allocating compensation.

What happens in this case? (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 in the Performance document in the performance system.
- D. The rating will be available to only the plans where the same manager is involved.

Correct Answer: C

Section: (none)

QUESTION 4

The Fusion Compensation module must be integrated with Fusion Performance Rating. In which three ways can the performance rating be made available? (Choose three.)

- A. Integrate with Oracle Fusion Performance Management.
- B. Use compensation performance ratings.
- C. Use both Performance Management ratings and compensation ratings.
- D. Integrate with Oracle Fusion Goal Management.
- E. Integrate with Oracle Fusion Profile Management.

Correct Answer: BCD

Section: (none)

QUESTION 5

Your customer's company spans multiple countries. It follows a global salary increase process in the month of May and awards bonuses twice a year in the month of June and December for workers who are employed in various countries. As an implementation consultant, you must define Statement Periods for the Compensation Statement. Which three options will you consider? (Choose three.)

- A. an optional welcome message
- B. the conversion rate date for currency conversions
- C. the date that statements become available to workers
- D. the date when bonus is awarded to workers
- E. the date when merit increases are awarded to workers

Correct Answer: ACD

Section: (none)

QUESTION 6

Your customer wants to configure a workforce compensation plan with multiple cycles. Identify two correct statements about plan cycles. (Choose two.)

- A. A plan can have multiple compensation cycles, each with unique period dates.
- B. A plan can have multiple compensation cycles, each with same period dates.
- C. You can duplicate a cycle and specify the number of months to advance all dates.
- D. Each plan that requires a different cycle must be created manually.

Correct Answer: AC

Section: (none)

QUESTION 7

After creating a compensation plan and eligibility profiles, you are currently modeling the budget allocation. The HR manager informs you that one employee under Supervisor 1 has been seconded to a different country on a temporary basis with no changes to his employment terms and that this employee must be removed from the budgeting exercise.

What is the correct way of achieving this? (Choose the best answer.)

- A. Use the Edit button in the Employee's included area while creating a model to exclude the employee.
- B. Modify the eligibility profile by using a formula to exclude the employee from appearing under Supervisor 1. After the compensation cycle is completed, revert the eligibility profile to its original form, if needed.
- C. Advise Supervisor 1 not to allocate any compensation for the employee. In the meanwhile, manually adjust the budget allocated to Supervisor 1 to exclude the employee's amount.
- D. Use the Include check box next to the employee's name in the Budget worksheet to exclude the employee from the cycle.

Correct Answer: C

Section: (none)

QUESTION 8

Your customer's compensation has an itemized structure. The company wants to increase the Cost of Living allowance of the employees living in the New Jersey area by 3% to compensate for the increased living costs there. Which feature of Oracle Fusion Workforce Compensation can be used to achieve this? (Choose the best answer.)

- A. Budget Pools
- B. Plan Eligibility
- C. Salary Component

D. Action and Action Reasons

E. Plan Access

Correct Answer: C

Section: (none)

QUESTION 9

You are required to explain to your client the use of Hierarchy design in Compensation Process. Which two Compensation-related activities use Hierarchy? (Choose two.)

A. Approval routing

B. Allocating budgets

C. Plan access

D. Sending Compensation alerts

E. Feedback survey

Correct Answer: AC

Section: (none)

QUESTION 10

Your customer has standard working hours = 40 hours per week. An employee has the following salary basis setup:

Working hours = 32 hours per week

Base pay = 20 USD per hour

What will be the employee's Annual Salary and Annualized full-time salary? (Choose the best answer.)

A.

Annual Salary = 32280, Annualization Salary = 41600

B.

Annual Salary = 52000, Annualization Salary = 41600

C.

Annual Salary = 41600, Annualization Salary = 41600

D.

Annual Salary = 32280, Annualization Salary = 52000

Correct Answer: C

Section: (none)

Reference: https://docs.oracle.com/cd/E60665_01/common/FAIWC/F1443869AN18796.htm#F1098224AN19838

QUESTION 11

How would you control the task of determining if a person is eligible for a compensation plan? (Choose the best answer.)

- A. a mix of element eligibility and eligibility profiles
- B. through element eligibility only, never with eligibility profiles
- C. with the eligibility profiles, never through element eligibility
- D. either with eligibility profiles or through element eligibility

Correct Answer: A

Section: (none)

Reference: https://docs.oracle.com/cd/E60665_01/common/FAIWC/F1451659AN19D78.htm#F189517AN1A019

QUESTION 12

While you are setting up Stock Details, you notice that the details you entered are different from the ones showing up in system. What could have been the possible reasons for this? (Choose the best answer.)

- A. You may have forgotten to save the changes made.
- B. Another administrator might have accessed these settings after you have saved it.
- C. Network connectivity issue may have hindered your data being sent to the server.
- D. You do not have the privileges to change Stock Details.

Correct Answer: C

Section: (none)

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