

ISLEVER

1Z0-330

Oracle Workforce Compensation Cloud 2017
Implementation Essentials

DEMO

<https://www.islever.com/1z0-330.html>

<https://www.islever.com/oracle.html>

For the most up-to-date exam questions and materials, we recommend visiting our website, where you can access the latest content and resources.

QUESTION 1

You client has a requirement that allows a salary adjustment based on the number of dependents the employee has, and this allowance must be mapped to a separate component. Because this allowance cannot have a logical mapping with any of the predefined components, you decide to create a new salary component called "Family Allowance".

Which option would you use to achieve this? (Choose the best answer.)

- A. The Configure Compensation Component task in Manage plans
- B. The Salary Component Lookup
- C. It is not possible to achieve this, because only the delivered salary components can be used.
- D. The Compensation Models

Answer: A

QUESTION 2

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.

Answer: D

QUESTION 3

Which two statements are true about Base Pay? (Choose two.)

- A. For Base Pay earnings elements, eligibility is determined by the salary basis that is assigned to the

worker.

B. You attach elements at various levels in the Salary object hierarchy to create deductions and earnings that can be processed in a payroll run to calculate Base Pay.

C. You attach a single earnings element to each salary basis to hold Base Pay earnings, and assign a salary basis to each worker to calculate Base Pay.

D. You enter a salary basis for each worker that becomes the worker's Base Pay earnings.

E. For Base Pay earnings elements, eligibility is determined by the deduction basis that is assigned to the worker.

Answer: BE

QUESTION 4

Which statement is true regarding elements? (Choose the best answer.)

A. Elements have possibly multiple primary classifications, one secondary classification, and one subclassification.

B. Elements have one primary classification, one secondary classification, and one subclassification.

C. Elements have possibly multiple primary classifications, possible multiple secondary classifications, and possibly multiple subclassifications.

D. Elements have one primary classification, possibly multiple secondary classifications, and possibly multiple subclassifications.

E. Elements have one primary classification, one secondary classification, and possibly multiple subclassifications.

Answer: E

QUESTION 5

A corporation has implemented Oracle Fusion Compensation for a manufacturing client. The Fusion consultant created a Bonus element with primary classification as Supplemental earning.

What is true about the subclassifications for the created element? (Choose the best answer.)

- A. Sub-classifications provide a way to feed elements.
- B. Once a sub-classification is associated with a classification, it cannot be associated with another classification.
- C. A sub-classification name cannot be reused under a different primary classification.
- D. Elements can have only one sub-classification.

Answer: B

QUESTION 6

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.

Answer: B

QUESTION 7

A corporation is implementing Oracle Fusion Workforce Compensation 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. (Choose the best answer.)