

QUESTIONS & ANSWERS

Kill your exam at first Attempt



Oracle

1Z0-495

Oracle Fusion HCM: Compensation 2014 Essentials

QUESTION: 62

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

- 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.

Answer: B, C, E

QUESTION: 63

A corporation is implementing Oracle Fusion Compensation Management and must set up Compensation history. Identify the three correct options regarding the salary component.

- 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.

Answer: A, B, D

QUESTION: 64

Per your client's policy on eligibility for a compensation revision cycle, employees who are in a notice period are not eligible. Manager X is currently in a notice period, but his direct reports are still eligible compensation cycle. You observe that the system allows Manager X to administer compensation for his direct reports. You research this and find out that Manager X is still allowed to carry out the compensation allocation because his Eligibility Status is _____.

- A. Eligible
- B. Ineligible
- C. Restricted
- D. Limited
- E. Provisional

Answer: C

QUESTION: 65

As an implementation consultant, you have created compensation items for the total compensation statement but have not attached them to compensation categories. In this situation, which statement is correct?

- A. You can add items to statement definitions directly.
- B. To include items in statements you must add items to a compensation category.
- C. You cannot add items to statement definitions directly, and you cannot add items to a compensation category.
- D. You can add items to statement definitions directly, and to include Items in statements you must add items to a compensation category.

Answer: B

QUESTION: 66

While administering compensation for the workforce, Manager X accidentally approves a lower manager's. Which three statements will be true in this case?

- A. The lower-level manager can withdraw the submission and reprocess the compensation allocation.
- B. The lower-level manager's access level is changed to "Approved."
- C. The worksheet goes to next level for approval.
- D. The lower-level manager can still make changes in the worksheet and resubmit it for approval.

Answer: A, B, D

QUESTION: 67

Employee X was hired on 5 March 2014 as a Web Designer and was reporting to Manager Y. On 10 September 2014, this employee was transferred to Manager Z to work as an Online Campaign designer. The company where Employee X works is doing a compensation cycle for the current year starting 1 October 2014. The employee record set up in the plan setting is "Employment terms," while the Legal Employer of Employee X uses a two-tier model.

On which manager's worksheet does Employee X appear?

- A. Manager Y, because this is the original manager of Employee X
- B. Manager Z, because this is the current manager to whom Employee X is reporting

- C. Both Manager Y and Manager Z, because he has worked under both of them during the current cycle
- D. Employee X does not appear on any manager's sheet, because he will not be evaluated by the compensation plan.

Answer: C

QUESTION: 68

While creating a compensation plan, the compensation manager of your client's organization chooses to enable Compensation Change statement, as an implementation consultant, which is the dependant configuration that you would advise the compensation manager to platform?

- A. Enable Components and create at least one component (Configure Compensation Component)
- B. Enable the Communication tab type (Configure Worksheet Page Layout)
- C. Enable components and create a component linked to the budget pool (Configure Compensation Components)
- D. Configure related components (Configure Worksheet Page Layout: Detail Table tab)

Answer: A

QUESTION: 69

A compensation manager of a corporation is setting up a new salary basis for the employees. Which statement is true about payroll elements set up for a salary basis?

- A. Recurring elements can be linked to multiple salary bases only if they are classified as earnings elements and configured to allow multiple entries in the same period.
- B. Recurring elements can be linked to multiple salary bases only if they are classified as earnings elements, and they need not be configured to allow multiple entries in the same period.
- C. Multiple payroll elements can be attached a salary basis.
- D. Payroll elements of any classification type can be attached to a salary basis.

Answer: D

QUESTION: 70

The manager administering compensation has the option to create budget models

to be used to allocate compensation. Which four options regarding compensation modeling are correct?

- A. Modeling enables managers to automatically allocate compensation to employees who meet certain criteria.
- B. Managers can create their own models and use them.
- C. Managers cannot share a model created by them.
- D. Managers can use a model created by compensation professionals.
- E. Access of a model is limited only to the creator of the model.
- F. A model can be shared with the direct reports of the creator.

Answer: A, C, D, F

QUESTION: 71

A corporation is implementing Oracle Fusion Compensation Management and needs to set up Compensation history. Identify the three correct options regarding the various compensations shown in the history.

- A. Compensation history displays six categories of compensation.
- B. Compensation history automatically retrieves salary and stock-related information. The Recurring payments and other categories have to be added manually.
- C. Compensation history shows one-time payments in other compensation and allowances paid regularly in recurring payments.
- D. The summary in the compensation history shows the data for only five years.

Answer: A, C, D

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