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**Exam** : **1z1-330**

**Title** : Oracle Fusion Workforce  
Compensation Cloud Service  
2016 Implementation  
Essentials

**Vendor** : Oracle

**Version** : DEMO

**NO.1** As compensation administrator, you are required to show "Actual amounts paid to the worker" in the Total Compensation Statement. To meet this requirement, which component must be created? (Choose the best answer.)

- A. Compensation Item
- B. Compensation Category
- C. Compensation Source
- D. Compensation Statement Definition

**Answer:** C

**NO.2** Your client wants you to create a single Compensation Change statement that includes compensation awarded for multiple plans. What would you, as an implementation consultant, advise your client? (Choose the best answer.)

- A. Create a Compensation Statement Plan with cross-references to compensation awarded in each plan.
- B. Create a custom data model that can pull compensation awarded from different plans and display the data using a BI publisher layout.
- C. Create a separate Change statement template for this purpose and associate it with the Statement group for which this is required.
- D. This is possible only in the on-premises model using customization and is not possible in an Saas instance. Therefore, you would respond accordingly to the client.

**Answer:** C

**NO.3** An administrator of a corporation must generate the compensation statements for the workers to notify them about their compensation details.

Identify the correct role that will give the administrator access to complete the process. (Choose the best answer.)

- A. Compensation Administrator
- B. Compensation Manager
- C. Line Manager
- D. HR Specialist

**Answer:** C

**NO.4** You are an implementation consultant, and the client organization wants you to provide a solution for how not to display the welcome message in the total compensation statement. What will your answer in this situation be? (Choose the best answer.)

- A. Changing the welcome message is not possible.
- B. Edit the "Do not display Welcome message" option in "Statement Definition."
- C. Edit the "Do not display Welcome message" option in "Compensation Item."
- D. Edit the "Do not display Welcome message" option in "Compensation Category."

**Answer:** B

Reference:

[https://docs.oracle.com/cd/E37583\\_01/doc.1116/e22776/F387366AN19E05.htm](https://docs.oracle.com/cd/E37583_01/doc.1116/e22776/F387366AN19E05.htm) (creating a statement definition)

**NO.5** 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

Explanation:

Subclassifications provide a way to feed balances. Elements can have only one primary and secondary classification, but multiple subclassifications. You can create subclassifications or use predefined ones. Once a subclassification is associated with a classification it cannot be associated with another classification. A subclassification name can be reused under different primary classifications, but you will have to create separate balance feeds for each subclassification with the same name.

**NO.6** You are configuring approvals under the Worksheets task list for an annual workforce compensation plan. Your customer wants the worksheets to be approved by different people other than the hierarchy determined for the plan.

How should you accomplish this? (Choose the best answer.)

- A.** Create an alternate manager approval hierarchy that overrides the plan hierarchy.
- B.** Create an alternate manager approval hierarchy and replace the plan hierarchy with the created alternate hierarchy.
- C.** Have the customer change the business process because you cannot have different approval hierarchies for the plan and the worksheet.
- D.** Create an alternate position approval hierarchy that overrides the plan hierarchy.

**Answer:** D

**NO.7** While implementing, you are grouping compensation items and categories for displaying them together. Therefore, when planning how to group compensation items and categories, you must consider which three options? (Choose three.)

- A.** Category Type
- B.** Contribution Type and Unit of Measure
- C.** Level of detail
- D.** Statement definitions
- E.** Compensation Items
- F.** Category Detail

**Answer:** A,B,C

Explanation:

Group related compensation together into compensation categories for display in total compensation statements. When planning how to group compensation items and categories for display, you must consider the following factors:

- \* Category type
- \* Contribution type and unit of measure
- \* Level of detail

Reference:

[https://docs.oracle.com/cd/E37583\\_01/doc.1116/e22776/F387366AN19E05.htm](https://docs.oracle.com/cd/E37583_01/doc.1116/e22776/F387366AN19E05.htm)

**NO.8** Which five tasks can be performed by a compensation manager? (Choose five.)

- A.** Allocate compensation.
- B.** Promote and rate worker performance while allocating compensation.
- C.** Determine compensation amounts offline by downloading details to a spreadsheet.
- D.** Review and approve work of Superior Manager.
- E.** Generate company-configured compensation change statements to notify workers of a compensation award, job change, or performance rating assignment.
- F.** Analyze proposed changes for equity among peer groups and by manager, alignment with the market, and pay for performance strategies.

**Answer:** A,B,C,E,F

Reference:

[https://docs.oracle.com/cd/E37583\\_01/doc.1116/e22776/F387083AN108D9.htm#F390541AN1090B](https://docs.oracle.com/cd/E37583_01/doc.1116/e22776/F387083AN108D9.htm#F390541AN1090B)

**NO.9** As a compensation manager, in which four cases would you find an employee newly added to your worksheet? (Choose four.)

- A.** An employee transfers into your organization.
- B.** An employee's data has been corrected by HR and it now satisfies the eligibility criteria.
- C.** An employee leaves an organization.
- D.** A contingent employee becomes a regular employee.
- E.** A loaned employee in your organization returns after assignment completion.
- F.** An intern in your organization gets his place confirmed as an employee.

**Answer:** A,B,D,E

**NO.10** During the compensation review cycle, which two actions occur when a manager is allocated a zero or null budget? (Choose two.)

- A.** The manager can manually allocate some budget for his team.
- B.** The manager does not have access to the plan.
- C.** The manager will have read-only access.
- D.** The available budget becomes negative when the manager makes allocations.

**Answer:** A,C

Explanation:

You can distribute initial budgets for one or more managers in the hierarchy. When the budget is zero or null, managers have read-only access to their budgets. A null budget contains no value. A zero budget means no amount is budgeted.

**NO.11** A compensation administrator has set up a Workforce Compensation Plan with Budget Pools. Manager Level Budgeting is enabled for the pool and default budget values have been configured for the following columns on the Configure Budget Page Layout page:

\* Budget Distribution Amount or Budget Distribution Percentage columns on the Detail Table tab  
\* Budget Amount or Budget Percentage columns on the Summary Columns tab To distribute the budgets automatically, the compensation administrator should run \_\_\_\_\_ . (Choose the best answer.)

- A. the Start Compensation Cycle process
- B. the Validate Plan Setup process
- C. the Refresh Data process
- D. the Start Compensation Cycle process. After this, the Administrator should create a model to distribute the budgets.

**Answer:** D

**NO.12** 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.

**Answer:** A,C

**NO.13** A corporation has implemented Oracle Fusion Workforce Compensation for a manufacturing client. As an implementation consultant, you are required to set up the Deduction elements to capture the employee's personal contributions.

Which four can be categorized as Deduction components corresponding to payroll deduction elements? (Choose four.)

- A. Wage basis rules
- B. References for calculation factors
- C. Deduction group
- D. Elements
- E. Input values
- F. Flat amount
- G. Balance feeds

**Answer:** A,B,C,D

Reference:

[http://docs.oracle.com/cd/E25054\\_01/fusionapps.1111/e20379/F597776AN358E7.htm](http://docs.oracle.com/cd/E25054_01/fusionapps.1111/e20379/F597776AN358E7.htm) (Payroll Deduction Components at the Legislative Level: Examples)

**NO.14** Your customer is planning to configure an Individual Compensation Company Car Plan to include only the Sales department employees. The customer also wants to restrict luxury model vehicles to executive positions.

Which three statements are true about accomplishing this? (Choose three.)

- A. Create an eligibility profile to include only the Sales department and attach it to Company Car Plan.
- B. Create an eligibility profile to include executive positions and attach it to Company Car Plan.
- C. Create an eligibility profile to include the Sales department and the executive positions and attach

it to Company Car Plan and the Luxury models option.

**D.** Create an eligibility profile to include the executive positions and attach it to the Luxury models option.

**E.** You cannot achieve this because you cannot attach eligibility profiles with Plan and Option.

**F.** You can attach eligibility profiles with Plan, Option, or both.

**Answer:** A,B,C

Reference:

[http://docs.oracle.com/cd/E15586\\_01/fusionapps.1111/e20376/F566542AN41438.htm](http://docs.oracle.com/cd/E15586_01/fusionapps.1111/e20376/F566542AN41438.htm)

**NO.15** A corporation needs to set up a compensation plan for a vehicle allowance that will allow different amounts for different types and models of vehicles.

How can you achieve the desired results? (Choose the best answer.)

**A.** Configure one compensation plan and add as many options as three are allowed for vehicle types and models. Define eligibility and associate the same payroll element to all the options such that an employee can use only one option.

**B.** Configure as many compensation plans as there are allowed types and models of vehicles, because options cannot have eligibility profiles associated, and use different payroll elements for each of them.

**C.** Configure one compensation plan, add as many options as there are allowed for different types and models. Define eligibility and associate the different payroll elements to all the options such that any payroll element can be associated with only one plan and option.

**D.** Configure as many compensation plans as there are different types and models, because options cannot have associated eligibility profiles, and use the same payroll element for all of them.

**Answer:** C