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Exam : **1Z1-495**

Title : Oracle Fusion HCM:
Compensation 2014
Essentials

Version : Demo

1.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

2.While administering compensation, the managers in the organization want to first allocate compensation to the outstanding performers with compa-ratio less than 80 and, therefore, want to view only this population.

How would you, as a consultant, help the managers achieve this?

- A. Use the Advanced Filter option in the worksheet to create a custom condition.
- B. Control the population by using eligibility profiles.
- C. Use the sort feature in the worksheet to control this.
- D. This cannot be done once the population is finalized and the compensation cycle is started.

Answer: C

3.Identify the correct option regarding the Payroll element details in the compensation history setup.

- A. Any payroll element can be added and all other details are auto-populated including the history category.
- B. Any payroll element can be added and the input value of the element must be selected. All other details are auto-populated including the history category.
- C. Any payroll element can be added and all other details are auto-populated excluding the history category.
- D. Any payroll element can be added and the input value of the element must be selected. All other details are auto-populated excluding the history category.

Answer: B

4.As compensation manager, you are creating a Salary compensation item to define a total compensation statement.

Which two statements are correct about compensation items?

- A. Compensation items are the foundation upon which the Compensation Statement is built.
- B. Compensation items cannot be used across statement definitions.
- C. Compensation items need not be mapped to the specific source from which the compensation information is retrieved.
- D. Compensation items can be added to statement definitions directly.
- E. Compensation items are added to a compensation category to include them in statements.

Answer: B,D

5.A corporation implemented Oracle Fusion Compensation Management. A Salary Basis has been created and attached to the workers and a Compensation cycle has been run. The corporation now wants to use a different Grade rate for the salary basis.

Which option is true?

- A. After the salary basis is associated with any worker, you cannot delete it or modify any characteristic. Therefore, a new Salary Basis must be created with a new Grade rate.
- B. A new Grade rate can be created and the Salary basis can be modified to include it.
- C. No new Grade rate can be created.
- D. The salary of an employee is based on the grade to which the employee is assigned. Therefore, nothing has to be changed at the salary basis level once it has been created. Employee data must be modified to reflect the new grade.

Answer: A