

OPN Certified Specialist 1Z0-495

Oracle Fusion HCM: Compensation 2014 Essentials Exam

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Question: 1

A corporation has implemented Oracle Fusion Compensation Management. A Salary basis has been created to manage employees' salaries. It has a payroll element attached. As part of the Salary changes, when the compensation manager is trying to update the Salary amounts, the same is not reflecting in the payroll elements entries of the employee.

Identify the two possible causes for the issue.

- A. Automatic entry is checked for the payroll element used.
- B. Automatic entry is checked at the element eligibility link for the payroll element used.
- C. Salary basis is configured to be non-updatable.
- D. No components are defined to handle these salary adjustments.

Answer: A,D

Question: 2

You create a compensation plan and attach a Compensation Performance rating model to it. While the manager is allocating compensation, he specifies a rating for each of the employees under him. Where will the rating specified by the manager be available?

- A. Only within the current compensation plan and all cycles associated with it
- B. Only within the current compensation plan and the current cycle
- C. To the current compensation plan and the Performance Management system
- D. To the current compensation plan and HR system

Answer: C

Question: 3

A Corporation has implemented Oracle Fusion Compensation for a manufacturing client. Per the business requirements, the Fusion consultant must integrate Oracle Fusion Compensation with Oracle Fusion Benefits to fetch the value of Benefits Amount as one of the input values for the Benefit element to get the eligible salary of the employee for the compensation process.

Identify the option that will enable the fetching of Benefits Amount.

- A. Select the "Allow User Entry" and "Create a Database Item" check boxes for the element input value.
- B. Database items are created by default for the element input values.
- C. Select "Pay Separately" as the "Special Purpose" option.
- D. Create an "Amount" input value at the element eligibility link level.

Answer: D

Question: 4

The Budget Pool Storage Method selected is "Amount". One of the line managers in the organization has twenty employees reporting to him. One of the employees leaves the organization during the compensation cycle.

What will be the effect on the budget allocated to the Line Manager?

- A. The published budget change when a manager's total eligible salary changes, such as when workers are reassigned.
- B. The published amount stay with the manager when workers are reassigned or their eligibility changes.
- C. The published budgets change when a manager's total eligible salary changes, such as when workers eligibility changes.
- D. The published budget is always a percentage of the total budget pool.

Answer: C

Question: 5

Which three dates are mandatory while creating plan cycles?

- A. Evaluation Period Start Date
- B. Worksheet Update Period Start Date
- C. Plan Access Start Date
- D. HR Data Extraction Date
- E. Default Due Date

Answer: A,B,D

Question: 6

A manager publishes budgets as amounts to the managers reporting to him. The following table shows the allocations made to each direct report (managers) and the total salaries of the employees in their chain.

Direct Report	Total Eligible Salary	Allocated Budget Amount	Calculated Budget
Manager1	\$100,000	\$10,000	10%
Manager2	\$500,000	\$50,000	10%
Manager3	\$400,000	\$40,000	10%
Total	\$1000,000	\$100,000	10%

Now, one of Manager 2's employees with eligible salary of \$ 100,000 is reassigned to Manager 3. What will be the impact on Budget Percentage?

- A. No Impact. The budget allocated to the employee will automatically be allocated to Manager 3. Budget percentage will remain as 10.

- B. Allocated budget will not change. Budget percentage of Manager 2 will increase to 12.5% and Manager 3 will decrease to 8%.
- C. Allocated budget will not change. Budget percentage of Manager 3 will increase to 12.5% and Manager 2 will decrease to 8%.
- D. Budget allocated for the employee will be released back to the manager for reallocation. Budget percentage will remain unchanged.

Answer: B

Question: 7

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

Question: 8

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

Question: 9

ABC Company'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. Which feature of Oracle Fusion Compensation can be used to achieve this?

- A. Budget Pools

- B. Plan Eligibility
- C. Salary Component
- D. Action and Action Reasons
- E. Plan Access

Answer: C

Question: 10

Your client is a consumer goods wholesaler. The client's organization has five departments. While performing compensation budgeting activity, the client has a policy that the departments that have exceeded their sales targets receive an additional budget to reward the employees to that department. In the current year, only the Electronics department has exceeded its sales target. How would the compensation manager allocate the extra budget to the manager of the Electronics Department?

- A. Publish the original budget to all managers, followed by publishing the extra budget to only the manager of the Electronics department.
- B. Create a separate compensation plan for Electronics department employees and publish the extra budget to the manager of the department.
- C. Initiate budgets automatically by using the Start Compensation Cycle process.
- D. Request excess budget allocation from the manager above him.

Answer: C

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