1Z0-330

Oracle Workforce Compensation Cloud 2017 Implementation Essentials

Exam Summary – Syllabus – Questions

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Introduction to 1Z0-330 Exam on Oracle Workforce Compensation Cloud 2017 Implementation Essentials

You can use this exam guide to collect all the information about Oracle Workforce Compensation Cloud 2017 Implementation Essentials (1Z0-330) certification. The Oracle 1Z0-330 certification is mainly targeted to those candidates who has some experience or exposure of Software as a Service - Oracle Human Capital Management Cloud and want to flourish their career with Oracle Workforce Compensation Cloud 2017 Certified Implementation Specialist (OCS) credential. The Oracle Workforce Compensation Cloud 2017 Implementation Essentials certification exam validates your understanding of the Software as a Service - Oracle Human Capital Management Cloud technology and sets the stage for your future progression. Your preparation plan for Oracle 1Z0-330 Certification exam should include hands-on practice or on-the-job experience performing the tasks described in following Certification Exam Topics table.

Oracle 1Z0-330 Certification Details:

Exam Name	Oracle Workforce Compensation Cloud 2017 Implementation Essentials
Exam Code	1Z0-330
Exam Product Version	Oracle Global Human Resources Cloud
Exam Price	USD $245 (Pricing may vary by country or by localized currency)
Duration	120 minutes
Number of Questions	76
Passing Score	65%
Validated Against	Exam has been validated against Oracle Fusion HCM Cloud, Release 10.
Format	Multiple Choice
Recommended Training	Oracle Global Human Resources Cloud Learning Subscription
Schedule Exam	Pearson VUE - Oracle
Recommended Practice	**1Z0-330 Online Practice Exam**

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Oracle 1Z0-330 Exam Syllabus:

Elements, Balances, and Formulas	- Manage fast formulas - Create element eligibility criteria - Describe element classifications - Explain deductions - Explain earnings
Base Pay	- Explain salary basis - Describe salary components - Manage base pay - Set up grade rates
Individual Compensation	- Explain individual compensation plans - Describe variable allocation approvals - Configure compensation history - Manage personal contributions - Configure individual compensation
Workforce Compensation	- Explain compensation plan design choices - Manage and administer compensation plans - Set up plan cycles - Configure budget page layouts - Configure performance ratings - Implement approvals - Administer compensation plans - Configure plan access - Manage compensation change statements - Configure compensation worksheets - Manage models and budgets
Total Compensation Statements	- Explain total compensation statements - Manage statement definitions - Generate total compensation statements - Configure compensation items - Set up compensation categories
Workforce Compensation Plans and Batch Processes	- Validate workforce compensation plans - Implement compensation processes - Execute related batch processes

1Z0-330 Sample Questions:

01. Your customer has standard working hours = 40 hours per week. An employee has the following salary basis setup:
Working hours= 32 hours per week
Base pay= 20 USD per hour
What will be the employee's Annual Salary and Annualized full-time salary?
(Choose the best answer.)

a) Annual Salary= 32280, Annualization Salary= 41600
b) Annual Salary= 52000, Annualization Salary= 41600
c) Annual Salary= 41600, Annualization Salary= 41600
d) Annual Salary= 41600, Annualization Salary= 41600

02. What is the maximum number and kind of items that you can add when defining a custom category?
(Choose the best answer.)

a) three custom columns
b) five custom columns
c) three items
d) three subcategories

03. Identify the list builder that is used in the delivered variable allocation task that appears to all allocations.
(Choose the best answer.)

a) Position Hierarchy
b) Dynamic Approval Group
c) Static Approval Group
d) Supervisory Hierarchy
e) Auto Approval

04. 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.

05. A corporation has implemented Oracle Fusion Workforce Compensation. Oracle Fusion Supplemental Earning Elements must now be created to capture ad hoc payments for eligibleworkforce. Which two statements are true about element eligibility criteria for such elements?
(Choose two.)

a) You can define multiple eligibility criteria for each element, but there must be an overlap between them.
b) You can define multiple eligibility criteria for each element, but there must not be any overlap between them.
c) You cannot define multiple eligibility criteria for each element in any case.
d) Some element eligibility criteria may not be available, depending on the level at which the element is attached.

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06. 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?
(Choose the best answer.)

a) Recruiting 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) Recruiting 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.

07. A corporation implemented Oracle Fusion Workforce Compensation. A salary basis has been created and attached to the employee and a compensation cycle has been run. The corporation wants to include a new component as part of the salary basis. Which three are predefined components?
(Choose three.)

a) Regular and automatic adjustment
b) Market adjustment due to salary being out of line with the market
c) Equity adjustment to correct salary compression or inversion
d) Adjustment due to corrections within the organization

08. 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?
(Choose the best answer.)

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.

09. The compensation administrator wants to run the batch process to administer the compensation cycle. Which are the four valid batch processes in terms ofthe compensation module?
(Choose four.)

a) Start Workforce Compensation Cycle
b) Refresh Workforce Compensation Data
c) Transfer Workforce Compensation Data to HR
d) Adjust Workforce Compensation Enrollment Window
e) Back Out Workforce Compensation Data
f) Back Out Workforce Compensation Data

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10. When compiling Fast Formula, you receive the error message "Database item PER_ASG_ATTR1BUTE3 must have a DEFAULT statement because it was specified that null or not found is allowed." What is the cause of the error?
(Choose the best answer.)

a) misuse of context
b) uninitialized variable
c) incorrect operator usage
d) syntax error

Answers to 1Z0-330 Exam Questions:

QUESTION: 01	QUESTION: 02	QUESTION: 03	QUESTION: 04	QUESTION: 05
Answer: c	Answer: b	Answer: a	Answer: b, c	Answer: b, c
QUESTION: 06	QUESTION: 07	QUESTION: 08	QUESTION: 09	QUESTION: 10
Answer: a	Answer: a, b, c	Answer: b	Answer: a, b, c, d	Answer: c

Note: If you find any typo or data entry error in these sample questions, we request you to update us by commenting on this page or write an email on feedback@oraclestudy.com

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