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Exam : **1z0-495**

Title : Oracle Fusion HCM:
Compensation 2014 Essentials

Vendor : Oracle

Version : DEMO

NO.1 You are required to explain to your client the use of Hierarchy design in Compensation Process. Which two Compensation-related activities use Hierarchy?

- A. Approval routing
- B. Allocating budgets
- C. Plan access
- D. Sending Compensation alerts
- E. Feedback survey

Answer: A,E

NO.2 While working on a budget sheet or a compensation worksheet, a manager chooses to use the "Export to Excel workbook" option to do his or her work. Which four of the following steps would he or she need to perform upon clicking the "Export to Excel workbook" option and prior to finalizing his or her proposal and submitting it for approval?

- A. Download and authenticate workbooks.
- B. Edit the workbook data.
- C. Filter the edits and upload only the edited fields.
- D. Resolve errors created by the uploaded file.
- E. Upload filter the workbook to include only employees whose data has been modified in the workbook, prior to uploading the file.
- F. Repeat the steps as many times as necessary to accommodate the revisions.

Answer: A,C,D,E

NO.3 Identify the three choices when configuring approvals.

- A. Approve mode
- B. Submit mode
- C. Alternative approve hierarchy
- D. Auto approval

Answer: A,B,D

NO.4 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

NO.5 A corporation is implementing Oracle Fusion Compensation Management and has set up an Individual Compensation plan for contribution towards a retirement benefit. This contribution must be approved by the four-level manager hierarchy.

Identify all the four builders that support a restriction for the number of levels.

- A. Management Chain

- B. Supervisory
- C. Position
- D. Job level
- E. Resource
- F. Department Level

Answer: B,D,E,F

NO.6 When upper-level managers change the plan access of one or more lower-/eve/ managers, they receive a notification informing them about the change in access. Which option do the/ receive to act on the notification?

- A. Accept
- B. Reject
- C. Dismiss
- D. Reply

Answer: D

NO.7 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