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Oracle Incentive Compensation Cloud 2021 Implementation Essentials

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Version Demo

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QUESTION NO: 1

The incentive compensation application set the paymentbatchstatus to 'Paid' for a particular period and the payments have to be adjusted for a Which is the correct way to do this?

- A. Payment batches can be edited and reprocessed.
- B. No adjustment can be done for that period.
- C. Pay sheets can be adjusted accordingly.
- D. Reprocess earnings and payments; delta earnings and adjustments are included in the new payment batch.

ANSWER: C

QUESTION NO: 2

Which three participant related data can be used in calculation expressions without using user defined functions?

- A. Standard Participant Fields such as currency code or cost center
- B. Resource Descriptive Flexfields
- C. Participant Details Descriptive Flexfields
- D. Participant Header Descriptive Flexfields
- E. Employee Descriptive Flexfields

ANSWER: C D E

QUESTION NO: 3

A compensation analyst wants to pay commissions calculated for period 4 that were initially missed. The current date falls into period 8, and the last paid payment batch was in period 7.

Identify two options available for the compensation analyst to pay for period 4 commissions.

- A. Create and pay a payment batch for period 8.
- B. Create and pay another payment batch for period 7.
- C. Create and pay another payment batch for period 5.

- D. Create and pay another payment batch for period 4.
- E. Create and pay another payment batch for period 6.

ANSWER: A D

QUESTION NO: 4

By using which method can a new participant be created In the Incentive Compensation application?

- A. manually in the UI
- B. using the Create Participant Web Service
- C. using the Import Participant process
- D. using the Create Participant task in Setup and Maintenance

ANSWER: D

QUESTION NO: 5

Performance Measures can be added to expressions in the expression builder. Which structures are supported?

- A. Input of performance measure Interval-to-date can be used in the formula expression of a plan component.
- B. Output of performance measure on one plan component can be used as input to rate table on another performance measure on a different plan component.
- C. The output of five performance measures can be combined in the formula expression of a plan component.
- D. The goal of one performance measure can be used in the formula expression of a different performance measure.
- E. A and D
- F. A, B, and C

ANSWER: F

QUESTION NO: 6

Which descriptive flexfield should you use to update Incentive Compensation Transaction details?

- A. CM_TP_TRANSACTION_DFF
- B. FIC_TRANSACTION_DFF
- C. CN_TP_BASSETRAHS_DFF
- D. XC_BASE_TRANS_DFF

ANSWER: A

QUESTION NO: 7

View the following credit rule hierarchy:

Salesperson 1 gets a direct credit for a 20,000 USD transaction whereas SalesManager1 gets a direct credit for a separate 10,000 USD transaction. What is the expected result after the Credit Roll up process runs with Rollup option turned on for the credit rule hierarchy?

- A. The Director, Sales Manager 1, and Salesperson 1 receive 10,000 USD, 30,000 USD, and 20,000 USD, respectively
- B. The Director, Sales Manager 1, and Salesperson 1 receive 30,000 USD, 30,000 USD, and 20,000 USD, respectively.
- C. The Director receives nothing. Sales Manager 1 and Salesperson 1 receive 10,000 USD and 20,000 USD, respectively.
- D. The Director, Sales Manager 1, and Salesperson 1 receive 10,000 USD, 10,000 USD, and 20,000 USD, respectively.

ANSWER: D

QUESTION NO: 8

Which two statements are true regarding the Complete Calculation process?

- A. limited to only a particular sales hierarchy
- B. can be time-consuming on very large volume transactions
- C. recalculates all transactions for a given period
- D. meant for minor changes that affect few participants

ANSWER: B C

QUESTION NO: 9

Which two methods are valid when assigning a pay group to a participant?

- A. Assign the pay group to the credit category and allow the participant to inherit the pay group.
- B. Assign the pay group to the compensation plan and allow the participant to inherit the pay group.
- C. Assign the pay group directly to the participant.
- D. If there is only one paygroup, all participants are automatically assigned to the pay group.
- E. Assign the role to the pay group and allow the participant to inherit the pay group.

ANSWER: B E

QUESTION NO: 10

During the Rollup process, the Incentive Compensation application determines all participants who must receive indirect credit for the transaction.

Identify the two options this is based on.

- A. all the participants associated with that customer
- B. all the participants in the compensation group
- C. all the participants in the organization
- D. Rollup date
- E. Rollup hierarchy effective for that date

ANSWER: D E

Explanation:

https://docs.oracle.com/cloud/farel8/salescs_gs/FACMI/F1071275AN2125B.htm