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Vendor:Oracle

Exam Code:1Z0-1015

Exam Name:Oracle Incentive Compensation Cloud
2018 Implementation Essentials

Version:Demo

QUESTION 1

The Implementation team is trying to determine how many business units (BUs) are needed. Which consideration requires the creation of multiple BUs?

- A. The HCM application has four separate BUs, so we must adopt them for Incentive Compensation.
- B. The running of processes, the management of participant assignments, and the administrative access to data must be separated by principal lines of business.
- C. different General Ledger account structures
- D. different currencies for payment of participants
- E. Operating currency is different to the currency in which calculations are performed.

Correct Answer: A

QUESTION 2

Your client wants a research assistant role that has read-only access to all pages accessible to the Compensation Analyst and to assigned participants.

How can this be accomplished?

- A. Copy the Analyst Role and delete all privileges in the provisioning template other than Read.
- B. Copy the Participant role and add Analyst Duty Roles.
- C. Create a new role template.
- D. Create a new role and add read privileges.

Correct Answer: D

QUESTION 3

A company has its classification rules, which are at the same level in the hierarchy, set up as:

Rank	Rule Name	Qualifying Criteria	Credit Category
4	Product Category	Product Category = 'COMPUTERS'	COMPUTERS
3	Product Line rule	Product Line = 'LAPTOP'	LAPTOP
1	Product Make rule	Product Make = 'TOSHIBA'	TOSHIBA
2	Processor Make rule	Processor Make = 'INTEL'	INTEL

The transaction to be classified is:

Transaction Number	Product Category	Product Line	Product Make	Processor Make
55001	COMPUTERS	LAPTOP	TOSHIBA	INTEL

Which option shows the credit category or categories that will be assigned to this transaction during the Classification process?

- A. COMPUTERS
- B. LAPTOP
- C. TOSHIBA
- D. INTEL

Correct Answer: C

QUESTION 4

A client wants to reward the Sales Operation team members with one reward point for every dollar of revenue for the last quarter of a fiscal year identify the three steps that the incentive compensation application administrator must take to set up this requirement before associating the reward with a plan component. In this case, the fiscal year corresponds to the calendar year.

- A. Set the conversion factor = 0.1, and define Start Date - 01-Oct and End Date = 31-Dec for the fiscal year.
- B. Select the earning type to '\\Monetary Earnings\\', define a conversion factor = 1, and define Start Date = 01-Oct and End Date - 31 Dec for the fiscal year.
- C. Set the conversion factor to 1, and define Start Date = 01 Oct and End Date = 31-Dec for the fiscal year.
- D. Add a new row to the Conversion Factor section for the earning type '\\Point Rewards\\'
- E. Go to the Manage Earning Types task and define a new earning type, such as '\\Point Rewards\\'.

Correct Answer: E

QUESTION 5

Your configurations and reports are moved to the Production environment. You want to copy thorn to your Test environment. When should you schedule P2T?

- A. when P2T tasks are set up In FSM
- B. after the next patch is applied to Test
- C. once Production and Test are aligned on the same patch
- D. after the next patch is applied to Production

Correct Answer: A

QUESTION 6

Of what type of role is Incentive Compensation Analyst an example?

- A. Job
- B. Abstract
- C. Duty
- D. Work Area

Correct Answer: A

Job roles and abstract roles inherit duty roles. For example, the Incentive Compensation Analyst job role inherits the Incentive Compensation Participant Assignments Duty, Incentive Compensation Credits and Earnings Duty, Incentive Compensation Participant Snapshot Management Duty, and the Incentive Compensation Payments Duty. The Compensation Participant Assignments Duty makes it possible for the analyst to assign plans, roles, pay groups, and payment plans to the participant. The Incentive Compensation Payments Duty enables payment batch assembly and paysheet management.

QUESTION 7

You have been asked to create a report by using internal and external data sources. Identify Oracle's recommended approach for building a custom report.

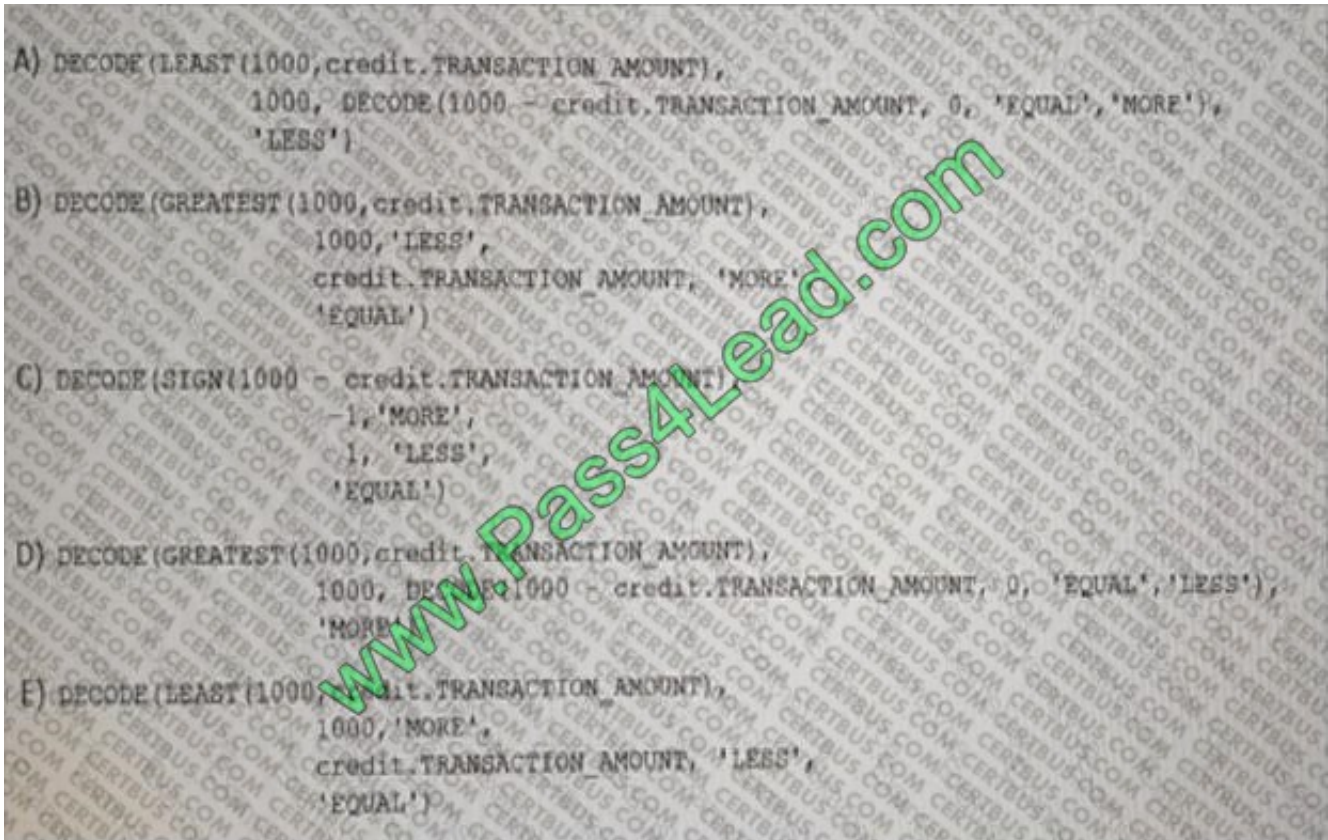
- A. BI Analytics
- B. BI Answers
- C. BI Publisher
- D. OTBI Reports

Correct Answer: C

QUESTION 8

An expression is to be set up so that if the transaction amount is greater than 1000, the expression should return the string `MORE`; if the transaction amount is less than 1000, it should return the string `LESS`; and if the transaction amount is equal to 1000, It should return the string `EQUAL`.

Which three options can be used to set this expression up to accurately give the desired output?



A. Option A

B. Option B

C. Option C

D. Option D

E. Option E

Correct Answer: BD

QUESTION 9

Which statement is true about classification rules and credit categories?

A. You can define the split credit percentage at classification rule UI.

- B. You can associate only one credit category to a classification rule.
- C. You can associate classification rule to credit category via performance measure.
- D. You can associate multiple credit categories to a classification rule.

Correct Answer: D

QUESTION 10

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

Correct Answer: D

QUESTION 11

Your customer needs a few extra fields to be displayed in management reports. These Holds are being captured In Descriptive Flex-fields. At what stage should you enable Descriptive Flex-field for BI Reporting?

- A. while defining the segments by selecting the Enable for Reporting check box
- B. while deploying the flexfield by selecting the Enable for Reporting check box
- C. while creating subject areas for Incentive Compensation Reporting
- D. while executing the program to enable Descriptive Flex-field for BI Reporting

Correct Answer: A

QUESTION 12

Which two currencies must you define when creating compensation business units?

- A. Operating
- B. Participant Home
- C. Functional
- D. Processing

Correct Answer: AD

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