

Oracle

1Z0-1015 Exam

Oracle Incentive Compensation Cloud 2018 Implementation Essentials Exam

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Version: 6.0

Question: 1	
You have to write a custom function that accesses the performance me You must pass the following parameters to uniquely identify data and or plan_cooponent_id formaula_id Participant_id Period id In which table should you configure the required columns?	
A. CN TP KEASURE_RESULTS_ALL B. CN SRP_PER_FORM_METRICS_ALL C. CW_TP_EARNINGS_ALL D. CM SRP PARTICIPANTS ALL	
	Answer: B
Explanation: https://docs.oracle.com/cloud/latest/salescs_gs/FACMI/FACMI141775	6.htm#FACMI1419062
Question: 2	
Which two statements are true about disputes?	
A. Disputes are assigned to the analyst who is associated with the parti B. Disputes are assigned to the analyst who is associated with the parti and assigned to the compensation manager who the analyst report hierarchy.	rticipant creating the dispute,
C. Participants can view the disputes they have created in their worklist D. Compensation Managers can reassign disputes to different analysts.	t
	Answer: A
Question: 3	

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A payment plan is to be configured to pay a minimum (draw) flat amount of 8,000 per period, which is nonrecoverable. Payment adjustments must be applied only to commission type earnings, and

bonus earnings should not be adjusted by the payment plan.

How should you configure the payment plan?

- A. Associate the "Commission" payment group category to 'Commission' type plan components. In the Payment Plan, select 'Commission' from the Payment Group Category drop down, enter 8,000 in the Flat Minimum Amount to Pay Participant field, enter 8,000 in the Maximum Payment field, select "Yes" for the Carry Forward Maximum drop down, and select 'No' for the Minimum Recovery option.
- B. Associate the 'Commission' Incentive Type (payment group category) to 'Commission' type plan components. In the Payment plan, select 'Commission' from the Payment Group Category drop down, enter 8,000 in the Flat Minimum Amount to Pay Participant field, and select 'No' for the Minimum Recovery option.
- C. Associate the 'Commission' Incentive Type (payment group category) to 'Commission' type plan components. In the Payment Plan, select 'Commission' from the Payment Group Category drop down, enter 8,000 in the Flat Minimum Amount to Pay Participant field, and select the 'Yes' for the Minimum Recovery option and 'Immediate' for the Recovery Start option.
- D. Associate the 'Commission' payment group category to "Commission' type plan components. In the Payment Plan, select 'Commission' from the Payment Group Category drop down, enter 8,000 In the Flat Minimum Amount to Pay Participant field, enter 8,000 in the Maximum Payment field, select 'Yes' for the Carry forward Maximum drop down, select 'Yes' for the Minimum Recovery option, and 'Immediate' for the Recovery Start option.

		Answer: B
	,C1 · ·	
Question: 3		

In a rollup hierarchy, three salespeople report to a manager and the manager reports to a director. The manager is also entitled to receive direct credit from one of the direct credit rules.

How should the rollup (Indirect) credit be allocated to the manager and the director in this scenario?

- A. The manager receives only direct credit (no rollup credit) and the director receives rollup credit only for the manager's direct credit.
- B. The manager receives only direct credit (no rollup credit) and the director receives rollup credit for all salespeople under the manager, as

well as for the manager's direct credits.

- C. The manager receives rollup credit for all direct reports and the director receives rollup credit for all salespeople under the manager, as well
- as for the manager's direct credits.
- D. The manager receives rollup credit for direct reports and the director receives rollup credit only for the manager's direct credits.
- E. There will be no rollup credits for the manager and the director because a manager cannot be configured to receive both rollup and direct credits.

A company pays commission based on the source of the transaction and the margin on the transaction.

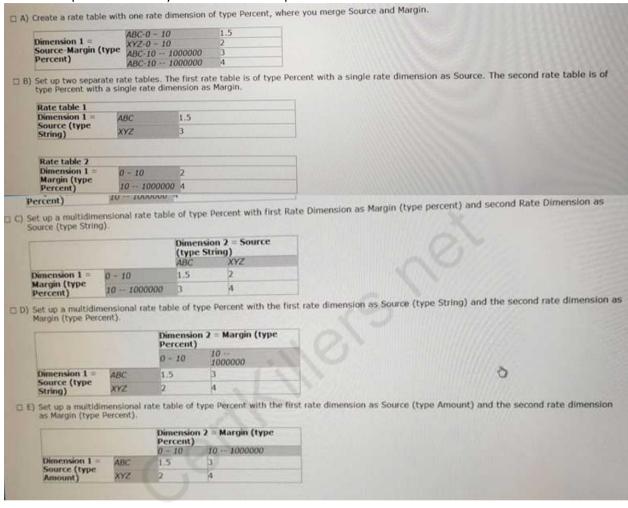
If the source is 'ABC' and margin is between 0 and 10 percent, the rate should be 1.5 percent.

If the source is 'ABC' and margin is 10 percent and above, the rate should be 3 percent.

If the source is 'XYZ' and margin is between 0 and 10 percent, the rata should be 2 percent.

If the source is 'XYZ' and margin is 10 percent and above, the rate should be 4 percent.

Which two procedures can you use to set this up?



- A. Option A
- B. Option B
- C. Option C
- D. Option D
- E. Option E

Answer: CE

Question: 6

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

- A. Job
- B. Abstract

C. Duty D. Work Area	
	Answer: A
Explanation: Job roles and abstract roles inherit duty roles. For example, the Incentirole inherits the Incentive Compensation Participant Assignments De Credits and Earnings Duty, Incentive Compensation Participant Snapshol Incentive Compensation Payments Duty. The Compensation Participant possible for the analyst to assign plans, roles, pay groups, and payment Incentive Compensation Payments Duty enables payment batc management.	uty, Incentive Compensation of Management Duty, and the it Assignments Duty makes it plans to the participant. The
Question: 7	
Which format must the date column value have In File Based Data Impo	rt?
A. YYYY/MM/DD B. DD/MM/YYYY C. MM/DD/YYYY	
D. Date format is configurable	
	Answer: D
Explanation: https://docs.oracle.com/cloud/farel11/salescs gs/OAFDI/OAFDI150415	5.htm#OAFDI309164
Question: 8	
In which section of the Home screen do users receive notifications functionality?	generated by the Approvals
A. Worklist: Notifications and Approvals B. BPM Worklist C. Activity Stream	
D. Approval Manager	
	Answer: A

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