



Oracle

1Z0-971 Exam

**Oracle Incentive Compensation ?Cloud 2017 Implementation
?Essentials Exam**

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Version: 8.0

Question: 1

You have to write a custom function that accesses the performance measure output. You must pass the following parameters to uniquely identify data and do custom calculations.

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

https://docs.oracle.com/cloud/latest/salescs_gs/FACMI/FACMI1417756.htm#FACMI1419062

Question: 2

Which two statements are true about disputes?

- A. Disputes are assigned to the analyst who is associated with the participant creating the dispute.
- B. Disputes are assigned to the analyst who is associated with the participant creating the dispute, and assigned to the compensation manager who the analyst reports to in the payment analyst hierarchy.
- C. Participants can view the disputes they have created in their worklist
- D. Compensation Managers can reassign disputes to different analysts.

Answer: A

Question: 3

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

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.

Answer: C

Question: 4

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 rate 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) Create a rate table with one rate dimension of type Percent, where you merge Source and Margin.

Dimension 1 =	ABC-0 - 10	1.5
Source-Margin (type Percent)	XYZ-0 - 10	2
	ABC-10 -- 1000000	3
	ABC-10 -- 1000000	4

B) Set up two separate rate tables. The first rate table is of type Percent with a single rate dimension as Source. The second rate table is of type Percent with a single rate dimension as Margin.

Rate table 1

Dimension 1 =	ABC	1.5
Source (type String)	XYZ	3

Rate table 2

Dimension 1 =	0 - 10	2
Margin (type Percent)	10 -- 1000000	4

C) Set up a multidimensional rate table of type Percent with first Rate Dimension as Margin (type percent) and second Rate Dimension as Source (type String).

		Dimension 2 = Source (type String)	
		ABC	XYZ
Dimension 1 =	0 - 10	1.5	2
Margin (type Percent)	10 -- 1000000	3	4

D) Set up a multidimensional rate table of type Percent with the first rate dimension as Source (type String) and the second rate dimension as Margin (type Percent).

		Dimension 2 = Margin (type Percent)	
		0 - 10	10 -- 1000000
Dimension 1 =	ABC	1.5	3
Source (type String)	XYZ	2	4

E) Set up a multidimensional rate table of type Percent with the first rate dimension as Source (type Amount) and the second rate dimension as Margin (type Percent).

		Dimension 2 = Margin (type Percent)	
		0 - 10	10 -- 1000000
Dimension 1 =	ABC	1.5	3
Source (type Amount)	XYZ	2	4

- 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

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

Which format must the date column value have In File Based Data Import?

- A. YYYY/MM/DD
- B. DD/MM/YYYY
- C. MM/DD/YYYY
- D. Date format is configurable

Answer: D

https://docs.oracle.com/cloud/farel11/salescs_gs/OAFDI/OAFDI1504155.htm#OAFDI309164

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