

## Oracle 1Z0-971 Exam

### Volume: 75 Questions

#### Question: 1

A performance measure is to be set up to determine the commission rate using total sales attainment percentage for a quarter, which is measured as total sales by participant for the quarter divided by target for the quarter.

How would you set up this performance measure?

- A. Set Process Transaction = Grouped By Interval and Interval = Quarter, have the input expression 'sum(Credit.transaction amount/Measure.Target)', and enter targets in the plan component associated with the performance measure.
- B. Set Process Transaction = Individually and Interval = Quarter, select Running Total, select Accumulate for input expression 'credit.transaction amount', and enter targets in the plan component associated with the performance measure.
- C. Set Process Transaction = Individually and Interval = Quarter, select Running Total, select Accumulate for input expressions 'transaction amount', and enter targets directly in the performance measure
- D. Set Process Transaction - Grouped By Interval and Interval = Quartet, have the input expression 'sum(Credit.transaction amount/Measure.Target)', and enter targets directly in the performance measure.

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.

Answer: D

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Question: 3

Which three are reports you can customize few Mobile Commissions?

- A. Payments: Payment transactions and related details of the sales participant
- B. Credits: Credits and related details of the sales participant
- C. Analytics: Details of the recent analysis of the sales participant
- D. Disputes: Details of the recent disputes raised by the sales participant
- E. Reimbursements: Reimbursements and related details of the sale\*, ii.ntic ip.int

Answer: A,B,D

Question: 4

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: 5

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

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Answer: B,C

Question: 6

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

Answer: A

Question: 7

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

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Question: 8

A participant is transferred to another business unit.

Identify the configuration changes required to calculate and pay compensation to the participant in the new business unit.

- A. Assign the participant to a new role and resource group.
- B. Create a new HR employee record for this participant as transfer across business unit is not supported by the application.
- C. Assign the participant to the global business unit and global role,
- D. Enter an End Date for the participant record in the current business unit, import participant into the new business unit, and assign appropriate Comp Plan and Paygroup.

Answer: D

Question: 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 pay group, 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: 10

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

- A. Job
- B. Abstract
- C. Duty

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### D. Work Area

Answer: A

#### Question: 11

A regional sales manager is promoted to a higher position and becomes eligible to receive rollup credit from multiple business units. How should you create a rollup hierarchy rule to receive rollup horn multiple business units?

A. No additional configurations are required because the application accommodates cross region rollups.

B. Import the manager's employee record as a participant In each business unit and copy the rollup hierarchy rules to each business unit.

C. Cross-region rollups are not supported. Managers and salespeople must be participants In the same business unit

D. Import all participants under the manager in all business units and copy the rollup hierarchy rules to each business unit.

Answer: D

#### Question: 12

Which two statements are true when you create an expression?

A. You can use the metrics of both plan components and performance measures in your expression.

B. You can use the metrics of a performance measure but not of a plan component in your expression.

C. You can use the metrics of a plan component but not of a performance measure in your expression.

D. An expression like `Credit.Credit_Amount * SUM(Credit.Quantity)` will be invalid because the application does not allow you to mix aggregate functions with nonaggregated transactional attributes in the same expression.

E. An expression like `Credit.Credit Amount * SUM(Credit.Quantity)` will be valid because the application allows you to mix aggregate functions with nonaggregated transactional attributes in

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the same expression.

Answer: C,E

Question: 13

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

Question: 14

View the following credit rule hierarchy:



Salesperson 1 gets a direct credit for a 20,000 USD transaction whereas Sales Manager 1 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.

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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: 15

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

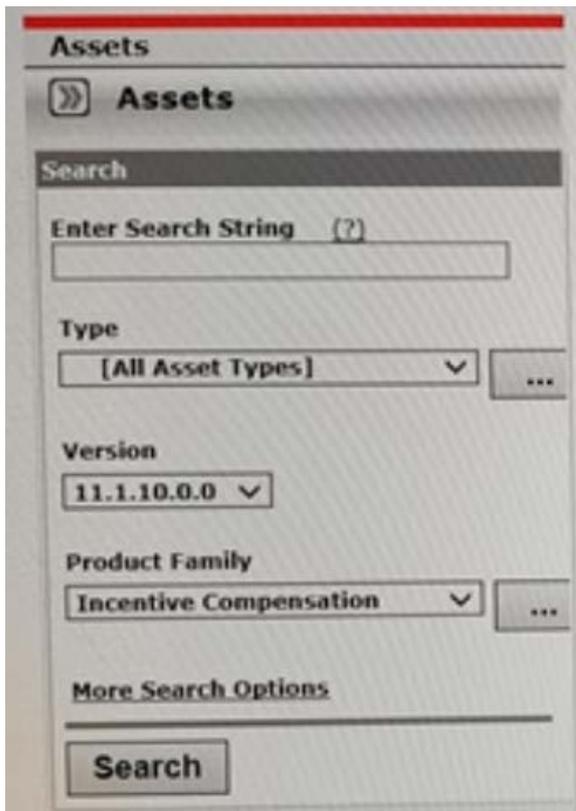
D. INTEL

Answer: C

Question: 16

Which asset type must you select for searching web service in Oracle Enterprise Repository?

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The screenshot shows the Oracle Assets search interface. At the top, there is a red header bar with the word "Assets" in white. Below this, there is a sub-header "Assets" with a double-right arrow icon. The main area is titled "Search" and contains several input fields and dropdown menus. The "Enter Search String" field is empty and has a help icon (?). The "Type" dropdown menu is set to "[All Asset Types]" and has a three-dot menu icon to its right. The "Version" dropdown menu is set to "11.1.10.0.0". The "Product Family" dropdown menu is set to "Incentive Compensation" and has a three-dot menu icon to its right. Below these fields, there is a link for "More Search Options" and a "Search" button.

- A. Composite Service
- B. Composite
- C. ADF Service
- D. ADF service Data Object

Answer: B

Question: 17

Your client is tuning four performance measures with the same output expression 'SUM (Credit.Credit Amount)' and no scorecard. The following transactions were processed through the performance measure.

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Transactions		
Trx Number	Event Date (DD/MM/YYYY)	Credit Amount
Trx1	1/1/2005	1,000.00
Trx2	1/1/2005	1,100.00
Trx3	1/1/2005	1,300.00
Trx4	1/1/2005	1,200.00
Trx5	1/2/2005	1,000.00
Trx6	1/2/2005	1,000.00
Trx7	1/2/2005	1,000.00
Trx8	1/3/2005	1,000.00
Trx9	1/4/2005	1,000.00

On examining closely, you found that though performance measure has the same output expression, the output (refer below) for the performance measure is not equal.

Output				
	PM1 Output	PM2 Output	PM3 Output	PM4 Output
Jan-2005	4,600.00	4,600.00	4,600.00	4,600.00
Feb-2005	3,000.00	7,600.00	7,600.00	7,600.00
Mar-2005	1,000.00	8,600.00	8,600.00	8,600.00
Apr-2005	1,000.00	1,000.00	9,600.00	9,600.00

Which performance measure attribute is responsible for this variation?

- A. Distribute By
- B. Unit of Measure
- C. Performance Interval
- D. Process Transactions

Answer: B

Question: 18

Your configurations and reports are moved to the Production environment. You want to copy them 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

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C. once Production and Test are aligned on the same patch

D. after the next patch is applied to Production

Answer: A

Question: 19

The incentive compensation application set the payment batch status 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: 20

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?