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**NEW QUESTION: 1**

Which of the following are the benefits of gainsharing programs?

Each correct answer represents a complete solution. Choose all that apply.

- A. Employees are paid on the basis of group performance rather than individual performance
- B. Helps the organization to achieve improvement in key performance measures
- C. Enhances the focus and awareness of employees
- D. Aligns employees to organizational goals

**Answer: B,C,D**

Explanation:

Explanation/Reference:

Answer options A, B, and C are correct.

The benefits of gainsharing programs are as follows:

1. Aligns employees to organizational goals
2. Helps the organization to achieve improvement in key performance measures
3. Enhances the focus and awareness of employees

What is gainsharing?

Gainsharing is a system of management used by a business to get higher levels of performance through the involvement and participation of its people. As performance improves, employees share financially in the gain (improvement). Gainsharing is about people working smarter together and not just working harder.

Answer option D is incorrect. This is a disadvantage of gainsharing programs.

Reference: "<http://simple.wikipedia.org/wiki/Gainsharing>"

Chapter: Compensation and Benefits

**NEW QUESTION: 2**

DRAG DROP

**Answer:**

Explanation:

Explanation

References:

<https://azure.microsoft.com/en-gb/documentation/articles/active-directory-passwords-getting-started/#writeback->

<https://azure.microsoft.com/en-gb/documentation/articles/active-directory-aadconnect-get-started-custom/>

**NEW QUESTION: 3**

Select three true statements about the Invoice Validation

process.

- A. creates tax lines and distributions
- B. creates withholding invoices
- C. validates project information
- D. updates Supplier Balance
- E. creates Accounting Entries

**Answer: A,B,D**

Explanation:

The following settings affect the invoice validation process:

\*(A) Apply withholding tax: If you set this option on the Manage Tax Reporting and Withholding Tax Options page to At invoice validation, the invoice validation process calculates withholding.

\*(B) Create withholding invoice: If you set this option on the Manage Tax Reporting and Withholding Tax Options page to At invoice validation, the invoice validation process creates withholding invoices.

\*(E) Invoice tolerances: The invoice validation process checks for matching variances using the quantity and amount tolerance templates assigned to a supplier. If a supplier does not have quantity or amount tolerance templates, invoice validation uses the tolerances specified on the Manage Invoice Options page.

Note:

Invoice validation performs various actions, such as calculating tax, checking that matching variances fall within specified amount or quantity tolerance limits, and placing holds for exception conditions.

Reference; Oracle Fusion Applications Procurement, Payables, Payments, and Cash Guide, How Invoices Are Validated

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