

1Z0-1049-22^{Q&As}

Oracle Compensation Cloud 2022 Implementation Professional

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QUESTION 1

A corporation is implementing OracleFusion Workforce Compensation and must set up salary bases. Employees are assigned different grades within the organization and the salaries are dependent on the grades.

What is the correct way to set up the salary bases? (Choose the best answer.)

- A. Setup different salary bases for different grades with the same payroll element. The frequency of both salary basis and the grade rate should match.
- B. Set up different salary bases for different grades and different payroll elements, because the payroll element can be attached to only one salary basis. The frequency of both salary basis and grade rate should match.
- C. Set up different salary bases for different grades with the same payroll element. The frequency of both salary basis and grade rate need not match.
- D. Set up different salary bases for different grades and different payroll elements, because the payroll element can be attached to only one salary basis. The frequency of both salary basis and grade rate need not match.

Correct Answer: B

QUESTION 2

A corporation started giving performance bonuses to eligible employees on a monthly basis. As a compensation administrator, you are required to display performance bonuses with similar or related compensation items.

How will you configure this requirement in the Fusion application? (Choose the best answer.)

- A. Attach performance bonuses to similar compensation items.
- B. Attach performance bonuses to similar compensation categories/subcategories.
- C. Attach performance bonuses to similar elements.
- D. Attach performance bonuses to similar sources.

Correct Answer: B

QUESTION 3

While working on a budget sheet or a compensation worksheet, a manager chooses to use the "Export to Excel workbook" option to do his or her work. Which four of the following steps would he or she need to perform upon clicking the "Export to Excel workbook" option and prior to finalizing his or her proposal and submitting it for approval? (Choose four.)

- A. Download and authenticate workbooks.
- B. Edit the workbook data.
- C. Filter the edits and upload only the edited fields.

D. Resolve errors created by the uploaded file.

E. Upload filter the workbook to include only employees whose data has been modified in the workbook, prior to uploading the file.

F. Repeat the steps as many times as necessary to accommodate the revisions.

Correct Answer: ACDE

QUESTION 4

Which two are element classification types? (Choose two.)

A. Primary

B. Secondary

C. US-only

D. International

E. Global

Correct Answer: AB

QUESTION 5

When compiling Fast Formula, you receive the error message "Database item PER_ASG_ATTRIBUTE3 must have a DEFAULT statement because it was specified that null or not found is allowed."

What is the cause of the error? (Choose the best answer.)

A. misuse of context

B. uninitialized variable

C. incorrect operator usage

D. syntax error

Correct Answer: C

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