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

Oracle Compensation Cloud 2022 Implementation Professional

Pass Oracle 1Z0-1049-22 Exam with 100% Guarantee

Free Download Real Questions & Answers **PDF** and **VCE** file from:

https://www.leads4pass.com/1z0-1049-22.html

100% Passing Guarantee
100% Money Back Assurance

Following Questions and Answers are all new published by Oracle
Official Exam Center

⚙ **Instant Download** After Purchase

⚙ **100% Money Back** Guarantee

⚙ **365 Days** Free Update

⚙ **800,000+** Satisfied Customers

QUESTION 1

As an implementation consultant, you are required to define the totalcompensation statement. You are creating the statement definitions for your compensation statement.

Which three statements are true about the statement definitions? (Choose three.)

A. The statement definition acts as a template and determines the layoutand content of the generated statement.

B. The statement definition consists of compensation items added to compensation categories.

C. Multiple legal employers, multiple countries, and multiple currencies cannot be included in one statement.

D. Compensation items with sources belonging to different legal employers cannot be added.

E. Reusing statement definitions by creating new statement periods and then modifying the definition for subsequent periods is not possible.

F. Edits to compensation categories affect all statement definitions that use that category.

Correct Answer: ABE

Reference:http://docs.oracle.com/cd/E25178_01/fusionapps.1111/e20376/F566544AN4ED A9.htm

QUESTION 2

A corporation has implemented Oracle Fusion Workforce Compensation. The consultant creates multiple elements to meet the business requirements.

Which three statements will help him to make a decision about the element classification? (Choose three.)

A. Primary classifications are provided mainly to reflect tax legislation.

B. Secondary classifications are subsets of the primary classifications.

C. Predefined primary classifications cannot be removed or changed.

D. Predefined secondary classifications can be removed or changed.

E. Elements can have multiple primary and multiple secondary classifications.

Correct Answer: ABC

Reference:https://docs.oracle.com/cloud/farel8/globalcs_gs/OAWRK/F1174250AN60F28.ht m(manage element classifications)

QUESTION 3

A corporation has set up an individual compensation plan for a contribution towards a retirement benefit. This contribution must be approved by the four-level manager hierarchy.

Identify all the four builders that support a restriction for the number of levels. (Choose four.)

A. Management Chain

B. Supervisory

C. Position

D. Job Level

E. Resource

F. Department Level

Correct Answer: BDEF

QUESTION 4

Which statement is correct about secondary element classifications? (Choose the best answer.)

A. They are user-defined and can be edited.

B. They are user-defined and cannot be edited.

C. They are predefined and can be edited.

D. They are predefined and cannot be edited.

Correct Answer: C

QUESTION 5

You are configuring approvals under the Worksheets task list for an annual workforce compensation plan. Your customer wants the worksheets to be approved by different people other than the hierarchy determined for the plan.

How should you accomplish this? (Choose the best answer.)

A. Create an alternate manager approval hierarchy that overrides the plan hierarchy.

B. Create an alternate manager approval hierarchy and replace the plan hierarchy with the created alternate hierarchy.

C. Have the customer change the business process because you cannot have different approval hierarchies for the plan and the worksheet.

D. Create an alternate position approval hierarchy that overrides the plan hierarchy.

Correct Answer: D

QUESTION 6

A corporation has implemented Oracle Fusion Workforce Compensation. Per business requirements, the Fusion

consultant must integrate Oracle Fusion Workforce Compensation with Oracle Fusion Benefits to fetch the value of Benefits Amountas one of the input values for the Benefit element to get the eligible salary of an employee for the compensation process.

Identify the option that will enable fetching of the Benefits Amount value. (Choose the best answer.)

A. Select the "Allow User Entry" and "Create a Database Item" check boxes for the element input value.

B. Database items are created by default for the element input values.

C. Select "Pay Separately" as the "Special Purpose" option.

D. Create an "Amount" input value at the element eligibility link level.

Correct Answer: A

QUESTION 7

A corporation has generated total compensation statements and allworkers received their total compensation statements. As a compensation executive, you realize that some corrections are needed in the generated statements.

Which corrective action will you take? (Choose the best answer.)

A. Educate the workers that corrections are not possible after the total compensation statements have been generated.

B. Ignore any corrective action.

C. Edit "Statement Definition," make the required corrections, and regenerate the total compensation statements as a newer version.

D. Start manual changes in each worker\'s total compensation statement.
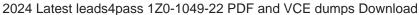
Correct Answer: C

QUESTION 8

As an implementation consultant, you are required to define a total compensation statement. You are creating the compensation items for Salary, Merit Increase, and so on. Identify one set of values that Compensation Items can hold. (Choose the best answer.)

A. Monetary, Nonmonetary, Date, Text

B. Monetary, Nonmonetary, Timestamp, Text

C. Monetary, Timestamp, Boolean

D. Monetary, Nonmonetary, Date, Boolean

Correct Answer: B

Reference:https://docs.oracle.com/cd/E37583_01/doc.1116/e22776/F387366AN19E05.htm

QUESTION 9

As an implementation consultant, you have defined a total compensation statement. You have defined three compensation items (a new hire bonus, a profit sharingbonus, and a quarterly bonus), which are attached to the bonus category. You no longer need the quarterly bonus item but you are unable to delete it.

Which statement is true for the given scenario? (Choose the best answer.)

A. The item cannot be deleted,because it is attached to a category.

B. The above scenario does not stand true as the item can be deleted.

C. More than one administrator might be using the item and, therefore, it cannot be deleted.

D. Before deleting the item, you must configure a zerovalue behavior for the item.

Correct Answer: C

QUESTION 10

You can use predefinedalerts to notify managers about issues on the worksheet that need their attention.

Which four predefined alerts are available? (Choose four.)

A. Salary changed in HR

B. Allocation outside target range

C. Grade changed in HR

D. Job changed in HR

E. Workerwas terminated

F. Worker is on long-term leave

Correct Answer: ABCE

Reference:https://docs.oracle.com/cd/E37583_01/doc.1116/e22776/F387136AN11E5B.ht m (predefinedalerts)

QUESTION 11

While administering compensation, the managers in the organization want to first allocate compensation to the outstanding performers with compa-ratio less than 80 and, therefore, want to view only this population. How would you, as a consultant, help the managers to achieve this? (Choose the best answer.)

A. Use the Advanced Filter option in the worksheet to create a custom condition.

B. Control the population by using eligibility profiles.

C. Use the sort feature in the worksheet to control this.

D. This cannot be done once the population isfinalized and the compensation cycle is started.

Correct Answer: A

QUESTION 12

Identify the correct statement about changes in an employee\\'s compensation when the employee\\'s FTE value changes in employment.

A. If the salary record has the end date before the current date, FTE is fetched as of the salary end date and Annual Salary and Annual FT Salary are calculated by using that value.

B. If the salary record end date is 31-DEC-4712 (that is, the date is "blank" in the salary UI), the FTEvalue is fetched as of the current system date and Annual Salary and Annual FT Salary are calculated by using that value.

C. If the salary start date is after the current date (that is, it is a future-dated salary record), the FTE value is fetched as of the salary start date and Annual Salary and Annual FT Salary are calculated by using that value.

D. If the salary record has the end date after the current date, FTE is fetched as of the salary end date and Annual Salary and Annual FT Salary are calculatedby using that value.

E. If the salary record end date is the same as the current date, FTE is fetched as of the salary end date and Annual Salary and Annual FT Salary are calculated by using that value.

Correct Answer: B

QUESTION 13

Which two tasks are performed by compensation managers while determining budgets? (Choose two.)

A. Manually calculatebudget amounts or automatically determine budget amounts by using a model.

B. With administrative budgeting, enable managers to award compensation within their allocated budget amounts by automatically publishing budget amounts.

C. Determine budget amountsoffline by downloading budget details to a spreadsheet.

D. Publish budgets to line managers to distribute budgets down the reporting hierarchy or to allocate budget amounts at the employee level.

Correct Answer: BD

QUESTION 14

You are responsible for configuring variable allocationsto manage approvals for individual compensation plans. Your company wants to control plan availability by using defaults. What are the default attributes of the actionable Variable Allocation task? (Choose the best answer.)

A. The task is only for notification and has no rules.

B. The task applies to all allocations, uses two levels of the Supervisory list builder, and does not require a response from the current approver.

C. The task applies to selected allocations, uses two levels of the Supervisory listbuilder, and requires a response from the current approver.

D. The task applies to all allocations, uses two levels of the Supervisory list builder, and requires a response from the current approver.

Correct Answer: C

QUESTION 15

Your client wants to offer a spot incentive bonus to hourly employees who worked 100 percent of their scheduled shift hours in a three-month period. What type of eligibility profile can you use in this case? (Choose the best answer.)

A. Employment-criteria-based eligibility profile

B. User-defined-criteria-based eligibility profile

C. Derived-factor-based eligibility profile

D. Fast-formula-based eligibility profile

Correct Answer: B

Reference:http://docs.oracle.com/cd/E15586_01/fusionapps.1111/e20379/F344193AN329 4E.htm

1Z0-1049-22 VCE Dumps   1Z0-1049-22 Practice Test   1Z0-1049-22 Exam Questions