1Z0-1049-20^Q&As

Oracle Compensation Cloud 2020 Implementation Essentials

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QUESTION 1

You can use predefined alerts 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. Worker was terminated

F. Worker is on long-term leave

Correct Answer: ABCE

Reference: https://docs.oracle.com/cd/E37583_01/doc.1116/e22776/F387136AN11E5B.htm (predefined alerts)

QUESTION 2

What additional action would you recommend to your customer for worker-administered plans to control plan availability in addition to HR actions? (Choose the best answer.)

A. Manage Individual Contribution

B. Manage Contributions

C. Manage Variable Allocations

D. Manage Worker Contributions

E. Allocate Workforce Compensation

Correct Answer: E

QUESTION 3

What happens when you define Workforce Compensation Plan components but the employees to whom the compensation change is being administered does not have any component in his or her salary? (Choose the best answer.)

A. The sum of all components identified to be posted as salary is posted as a single salary adjustment amount to the employee\\'s salary record.

B. The first component is automatically mapped to the salary and the amount associated with this component is posted as a salary adjustment to the employee record.

C. The last component is automatically mapped to the salary and the amount associated with this component is posted

as a salary adjustment to the employee record.

D. The component adjustment is not posted as a salary adjustment to the employee\\'s record. While designing the compensation plan, it has to be kept in mind that the plan components must have a direct mapping with the employee\\'s salary components.

Correct Answer: C

QUESTION 4

Which statement is true regarding elements? (Choose the best answer.)

A. Elements have possibly multiple primary classifications, one secondary classification, and one subclassification.

B. Elements have one primary classification, one secondary classification, and one subclassification.

C. Elements have possibly multiple primary classifications, possible multiple secondary classifications, and possibly multiple subclassifications.

D. Elements have one primary classification, possibly multiple secondary classifications, and possibly multiple subclassifications.

E. Elements have one primary classification, one secondary classification, and possibly multiple subclassifications.

Correct Answer: E

Subclassifications provide a way to feed balances. Elements can have only one primary and secondary classification, but multiple subclassifications. You can create subclassifications or use predefined ones. Once a subclassification is associated with a classification it cannot be associated with another classification. A subclassification name can be reused under different primary classifications, but you will have to create separate balance feeds for each subclassification with the same name.

QUESTION 5

While working on the compensation changes in an Excel workbook, a manger selects the Upload option and then tries to immediately download the uploaded dat

A. As a consultant, you advise him not to do so because of which reason? (Choose the best answer.)

B. This action causes the committed data to roll back, thereby revoking the changes processed.

C. This action causes the committed data to download immediately, thereby obscuring the error messages.

D. The data uploaded takes some time to be processed by the server and, therefore, when download is clicked immediately, it might still show the older data.

E. When the Upload button is clicked, the data is loaded to a staging table and an upload process is triggered. This process has to complete successfully before the new data can be downloaded.

Correct Answer: D