



1Z0-1049-20^{Q&As}

Oracle Compensation Cloud 2020 Implementation Essentials

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**QUESTION 1**

You are configuring a work-administered individual compensation plan where your workers can enroll in the plan anytime during the year, but can discontinue their contributions only in the month of March each year. How should you achieve this? (Choose the best answer.)

- A. Select specific HR actions such as transfer, promotion, and new hire for the plan with access level for each action allowed during a specific period.
- B. Do not select any additional actions other than Manage Contributions with access level as Create: Always allowed; Update: Allowed during a specified period; Discontinuing: Never allowed.
- C. Make the plan available for all actions in the list with access level for each action Always allowed.
- D. Do not select any additional actions other than Manage Contributions with access level for each action as Create: Always allowed; Update: Never allowed; Discontinuing: Allowed during a specified period.

Correct Answer: D

QUESTION 2

While configuring the Budget page, which five tabs are available in Page Layout? (Choose five.)

- A. Budgeting
- B. Summary
- C. Detail table
- D. Worker List
- E. Actions
- F. Comments
- G. Information

Correct Answer: ABCDE

QUESTION 3

Contingent workers are ineligible as per the eligibility rules defined for your organization's compensation plan. The compensation plan cycle is started. As is the standard practice, the compensation administrator schedules the "Refresh Workforce Compensation Data" nightly. A worker who was a contingent worker is now an employee of the organization and the next day shows up in Manager's worksheet. How is this possible? (Choose the best answer.)

- A. Track Ineligible Workers is selected in the compensation plan.



- B. Show Ineligible Workers is selected in the compensation plan.
- C. Hide Ineligible Workers is selected in the compensation plan.
- D. Process Ineligible Workers is selected in the compensation plan.

Correct Answer: D

QUESTION 4

Which two methods can be used by the compensation administrator to publish budgets? (Choose two.)

- A. Publish budgets manually.
- B. Copy budget amounts from a previous cycle.
- C. Use a model to distribute budgets.
- D. Publish budgets automatically by running the Build Model process.

Correct Answer: AC

Reference: https://docs.oracle.com/cd/E37583_01/doc.1116/e22776/F387106AN1115F.htm (initiating budgets)

QUESTION 5

You are configuring a plan cycle date that should be visible to managers on the Approvals tab so that they can submit their worksheets before that date. But you do not want to enforce the date because you want the managers to be able to submit their worksheets even after the date is past. Which date should you use? (Choose the best answer.)

- A. HR extraction date
- B. currency conversion date
- C. default date due
- D. evaluation period start and end dates
- E. worksheet update start and end dates

Correct Answer: C

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