



# 1Z0-1049-20<sup>Q&As</sup>

Oracle Compensation Cloud 2020 Implementation Essentials

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**QUESTION 1**

Which two statements are true about Base Pay? (Choose two.)

- A. For Base Pay earnings elements, eligibility is determined by the salary basis that is assigned to the worker.
- B. You attach elements at various levels in the Salary object hierarchy to create deductions and earnings that can be processed in a payroll run to calculate Base Pay.
- C. You attach a single earnings element to each salary basis to hold Base Pay earnings, and assign a salary basis to each worker to calculate Base Pay.
- D. You enter a salary basis for each worker that becomes the worker's Base Pay earnings.
- E. For Base Pay earnings elements, eligibility is determined by the deduction basis that is assigned to the worker.

Correct Answer: AC

Reference: [https://docs.oracle.com/cd/E60665\\_01/common/FAIWC/F1443670AN12C58.htm#F595603AN1468A](https://docs.oracle.com/cd/E60665_01/common/FAIWC/F1443670AN12C58.htm#F595603AN1468A)  
[https://docs.oracle.com/cd/E37583\\_01/fusionapps.1116/e20379/F720777AN425A7.htm](https://docs.oracle.com/cd/E37583_01/fusionapps.1116/e20379/F720777AN425A7.htm)

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**QUESTION 2**

Employee X was hired on 5 March 2014 as a Web Designer and was reporting to Manager Y. On 10 September 2014, this employee was transferred to Manager Z to work as an Online Campaign designer. The company where Employee X works is doing a compensation cycle for the current year starting 1 October 2014. The employee record set up in the plan setting is "Employment terms," while the Legal Employer of Employee X uses a two-tier model. On which manager's worksheet does Employee X appear? (Choose the best answer.)

- A. Manager Y, because this is the original manager of Employee X.
- B. Manager Z, because this is the current manager to whom Employee X is reporting.
- C. Both Manager Y and Manager Z, because he has worked under both of them during the current cycle.
- D. Employee X does not appear on any manager's sheet, because he will not be evaluated by the compensation plan.

Correct Answer: D

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**QUESTION 3**

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

- A. Primary
- B. Secondary
- C. US-only
- D. International



E. Global

Correct Answer: AB

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#### QUESTION 4

A corporation has generated total compensation statements and all workers 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

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#### QUESTION 5

Which three dates are mandatory while creating plan cycles? (Choose three.)

- A. Evaluation Period Start Date
- B. Worksheet Update Period Start Date
- C. Plan Access Start Date
- D. HR Data Extraction Date
- E. Performance Rating Date
- F. Default Due Date

Correct Answer: ABC

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