



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

Oracle Compensation Cloud 2020 Implementation Essentials

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**QUESTION 1**

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 is finalized and the compensation cycle is started.

Correct Answer: A

QUESTION 2

The compensation administrator wants to run the batch process to administer the compensation cycle. Which are the four valid batch processes in terms of the compensation module? (Choose four.)

- A. Start Workforce Compensation Cycle
- B. Refresh Workforce Compensation Data
- C. Transfer Workforce Compensation Data to HR
- D. Adjust Workforce Compensation Enrollment Window
- E. Back Out Workforce Compensation Data
- F. Evaluate Workforce Compensation Participation

Correct Answer: ABCE

Reference: <https://docs.oracle.com/cloud/latest/common/FAIWC.pdf>

QUESTION 3

Your Workforce Compensation Plan has the following Plan Cycle setup: Evaluation Period Start Date: 1-Jan-2014 Evaluation Period End Date: 31-Dec-2014 Worksheet Update Period Start Date: 1-Jan-2014 Worksheet Update Period End Date: 31-Dec-2014 HR Data Extraction: 31-Dec-2014 Eligibility Determination Date: 31-Dec-2014 Worksheet Update Period Start Date: 1-Nov-2014 Worksheet Update Period End Date: 31-Jan-2015 Due to reorganization in the month of December 2014, the Marketing department was split into two new departments: Branding and Communications, which resulted in transfers of many employees from one manager to another. You, as the compensation administrator, are required to ensure that all the relevant organizational changes are included in the Compensation Worksheet.

What would you have to do to accomplish this? (Choose the best answer.)

- A. Schedule the Refresh Workforce Compensation Data process nightly to ensure that line managers see the most



current data, including the recent transfers and other employment changes.

B. Run the Refresh Workforce Compensation Data process on 1-Nov-2014 because that is the date when line managers start updating the worksheet.

C. Validate Plan Setup to ensure that all HR Data updates are accounted in the worksheet.

D. Run the Back Out Workforce Compensation Data process with the "Full back out" option.

Correct Answer: A

QUESTION 4

A corporation has implemented Oracle Fusion Workforce Compensation and set up an individual compensation plan with the following details. Name: Variable component Restrict plan access: Yes Action: Manage Contributions Access Level: New Allocations: Always Allow Update Allocations: Never Allow Discontinue Allocations: "Allowed during a specific period" with the period start and end dates configured.

Identify the correct option for the possible actions. (Choose the best answer.)

A. All Employees will be able to start the contribution anytime, update never, but discontinue during the period defined.

B. Only managers will be able to start the contribution anytime, update never, but discontinue during the period defined for any specific employee by using the manager dashboard.

C. The plan setup is always for HR to take actions and, therefore, only HR will be able to start the contribution anytime, update never, but discontinue during the period defined for any specific employee.

D. The contribution will be automatically added to all the employees in the payroll and HR can discontinue allocations on a request basis.

Correct Answer: A

QUESTION 5

Your customer must use Grade Ladders to suit the industry in which it operates. How should you define the Grade Ladders that the customer needs? (Choose the best answer.)

A. by associating the Grade Ladders with legal entities

B. by using LDG-specific Grade Min, Max, and Mid Point rate values

C. by using Min, Max, and Mid Point rate values

D. by using steps and rate values

Correct Answer: C



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