



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

Oracle Compensation Cloud 2020 Implementation Essentials

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### QUESTION 1

The compensation manager wants to run the batch process to start the compensation cycle. Which statement correctly describes the Back Out Workforce Compensation Data process? (Choose the best answer.)

- A. It backs out started and processed events for participants.
- B. It removes unneeded transaction data from prior plan cycles.
- C. It reverses a completed Start Workforce Compensation Cycle process or removes posted salary, payroll, and HR changes.
- D. It backs out unrestricted events for participants.

Correct Answer: C

Reference: <http://www.erpknowledge.com/>

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### QUESTION 2

What happens if eligibility requirements are different for components than they are for a plan? (Choose the best answer.)

- A. Component-level eligibility is ignored and a warning is reported.
- B. Plan-level eligibility is evaluated before component-level eligibility.
- C. Component-level eligibility is evaluated before plan-level eligibility.
- D. This is not possible. Component-level eligibility is always identical to plan-level eligibility.
- E. Plan-level eligibility is ignored and a warning is reported.

Correct Answer: B

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### QUESTION 3

If you enable Performance Ratings and rate workers within Workforce Compensation, which two statements are true? (Choose two.)

- A. Managers can rate workers as they allocate compensation.
- B. These ratings are used across compensation plan and cycles.
- C. The ratings are transferred to the Performance Management system or to HR.
- D. You can display compensation ratings given in the previous plan cycle as a column in the worksheet.

Correct Answer: AD

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**QUESTION 4**

The compensation plan that is implemented for your customer has a column that defaults based on a dynamic column. However, as per the customer's requirement, if the value in this column is manually updated in the worksheet by a manager, there should not be any further changes made to it automatically when the "Refresh Data" process is run. How can a compensation administrator achieve this? (Choose the best answer.)

- A. by setting up the properties of the column as updatable only once
- B. by deselecting the Refresh Data triggering event in the dynamic column
- C. by deselecting the Start Compensation Cycle triggering event in the dynamic column
- D. by deselecting the Change Worksheet Data triggering event in the dynamic column

Correct Answer: B

Reference: <http://www.oracle.com/technetwork/fusion-apps/compensationguide-1579327.pdf>

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**QUESTION 5**

Identify the four correct options about the summary tables in the compensation history. (Choose four.)

- A. The Salary summary table gives detailed information about salary history, percentage change, comparatio, and growth rate.
- B. The Stock summary table gives detailed information about grant date and price, granted, vested, and unvested shares, and the estimated value of unvested shares.
- C. The summary table of other compensation gives detailed information about effective date, amount, currency, and grand total information about all awards.
- D. The summary table of recruiting payments gives detailed information about effective date, amount, currency, and grand total information for an individual award or compensation amounts.
- E. The summary table of payroll elements gives detailed information about element, input value, actual value and the grand total for the year.

Correct Answer: ABDE

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