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Oracle Compensation Cloud 2020 Implementation Essentials

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**QUESTION 1**

Per your client's policy on eligibility for a compensation revision cycle, employees who are in a notice period are not eligible. A particular manager is currently in a notice period, but his direct reports are still eligible for the compensation cycle. You observe that the system allows that manager to administer compensation for his direct reports. You research this and find out that manager is still allowed to carry out the compensation allocation because his Eligibility Status is _____. (Choose the best answer.)

- A. Eligible
- B. Ineligible
- C. Restricted
- D. Limited
- E. Provisional

Correct Answer: C

QUESTION 2

A corporation is implementing Oracle Fusion Workforce Compensation and the new salary basis is being created.

For an hourly paid employee, which option is true regarding the Annualization factor in the salary basis?

(Choose the best answer.)

- A. For all hourly paid employees, a new salary basis needs to be created and associated that uses a frequency of "Hourly," and the Annualization factor will be the number of hours in a work year.
- B. Whether the employee is paid hourly or not, the Annualization factor is the multiplication factor used to convert base pay at the selected frequency to an annualized amount. So any frequency can be used and the corresponding Annualization factor can be determined.
- C. The Annualization factor used in salary basis is only for display purpose. The amount that is paid to the worker is always determined by the pay period on the payroll linked to worker's assignment.
- D. The Annualization factor used in a salary basis is only for display purpose. The amount that is paid to the worker is always determined by the sum of all the components of the salary basis multiplied by 12.

Correct Answer: D

QUESTION 3

Identify the three choices available when configuring approvals. (Choose three.)

- A. Approval mode



- B. Submit mode
- C. Alternate approver hierarchy
- D. Auto Approval

Correct Answer: ABC

Reference: <http://www.oracle.com/technetwork/fusion-apps/compensationmanagement-e22776-021514585.pdf> (p.45)

QUESTION 4

While administering compensation for the workforce, a manager accidentally approves a lower manager's worksheet.

Which three statements will be true in this case? (Choose three.)

- A. The lower-level manager can withdraw the submission and reprocess the compensation allocation.
- B. The lower-level manager's access level is changed to "Approved."
- C. Lower-level managers can no longer make any updates to their worksheets.
- D. The worksheet goes to next level for approval.
- E. The lower-level manager can still make changes in the worksheet and resubmit it for approval.

Correct Answer: ABD

QUESTION 5

A corporation has implemented Oracle Fusion Workforce Compensation. As a Fusion consultant, you are required to set up the Deductions options.

If Deduction cards are supported at multiple levels, which task in the Setup and Maintenance Work area is used to create deduction card overrides at the Payroll Statutory Unit level? (Choose the best answer.)

- A. Manage Legal Reporting Unit Deduction Records
- B. Manage Legal Entity Deduction Records
- C. Manage Payroll Deductions
- D. Manage Personal Deductions

Correct Answer: A

Use the Manage Personal Deductions task in the Payroll Calculations or Payroll Administration work area to create deduction card overrides at the payroll relationship level. If overrides are allowed, the Overrides Allowed on Deduction Cards tab appears in the Component Details section of the Manage Deduction Cards page when you select a deduction



component. Click Create to define an override. The override value you enter varies based on the type of override item defined in the deduction range, as described in the previous section. For example, you may enter a rate to be used in the deduction calculation or an amount to be added to the calculated amount. If your localization supports deduction cards at multiple levels, use the Manage Legal Entity Deduction Records task in the Setup and Maintenance work area to create deduction card overrides at the payroll statutory unit level. Use the Manage Legal Reporting Unit Deduction Records task in the Setup and Maintenance work area to create deduction card overrides at the tax reporting unit level.

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