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Oracle Compensation Cloud 2022 Implementation Professional

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**QUESTION 1**

Identify the correct statement about changes in an employee's compensation when the employee's FTE value changes in employment.

- A. If the salary record has the end date before the current date, FTE is fetched as of the salary end date and Annual Salary and Annual FT Salary are calculated by using that value.
- B. If the salary record end date is 31-DEC-4712 (that is, the date is "blank" in the salary UI), the FTE value is fetched as of the current system date and Annual Salary and Annual FT Salary are calculated by using that value.
- C. If the salary start date is after the current date (that is, it is a future-dated salary record), the FTE value is fetched as of the salary start date and Annual Salary and Annual FT Salary are calculated by using that value.
- D. If the salary record has the end date after the current date, FTE is fetched as of the salary end date and Annual Salary and Annual FT Salary are calculated by using that value.
- E. If the salary record end date is the same as the current date, FTE is fetched as of the salary end date and Annual Salary and Annual FT Salary are calculated by using that value.

Correct Answer: B

QUESTION 2

A corporation has implemented Oracle Fusion Workforce Compensation for a manufacturing client. As an implementation consultant, you are required to set up the Deduction elements to capture the employee's personal contributions.

Which four can be categorized as Deduction components corresponding to payroll deduction elements? (Choose four.)

- A. Wage basis rules
- B. References for calculation factors
- C. Deduction group
- D. Elements
- E. Input values
- F. Flat amount
- G. Balance feeds

Correct Answer: ABCD

Reference: http://docs.oracle.com/cd/E25054_01/fusionapps.1111/e20379/F597776AN358_E7.htm (Payroll Deduction Components at the Legislative Level: Examples)

**QUESTION 3**

You client has a requirement that allows a salary adjustment based on the number of dependents the employee has, and this allowance must be mapped to a separate component. Because this allowance cannot have a logical mapping with any of the predefined components, you decide to create a new salary component called "Family Allowance".

Which option would you use to achieve this? (Choose the best answer.)

- A. The Configure Compensation Component task in Manage plans
- B. The Salary Component Lookup
- C. It is not possible to achieve this, because only the delivered salary components can be used.
- D. The Compensation Models

Correct Answer: B

Reference: https://docs.oracle.com/cd/E60665_01/common/FAIWC/F1477720AN1CD0E.htm#F1477720AN1CD0E

QUESTION 4

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 5

A corporation implemented Oracle Fusion Core HR on a three-tier model with Multiple Employment Terms with Multiple Assignments as the employment model. An employee of the corporation has multiple assignments and multiple employment terms on different payroll frequencies.

What kind of salary basis must be associated with the employee? (Choose the best answer.)

- A. A different salary basis associated with each assignment or employment term.
- B. One salary basis for all assignments and employment terms
- C. One salary basis for each assignment and one of them can be used for the employment terms



D. One salary basis for each employment terms and one of them can be used for assignment

Correct Answer: D

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