



# 1Z0-1049-22<sup>Q&As</sup>

Oracle Compensation Cloud 2022 Implementation Professional

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**QUESTION 1**

Performance Ratings are enabled in a compensation plan and a Rating Model is supposed to be created. Which two mandatory tasks are involved in creating the Rating Model? (Choose two.)

- A. Create a Rating Level for the rating model.
- B. Review points with from and to points entered for the rating level.
- C. Populate Rating Categories for all rating levels.
- D. Create Target Distributions for each of the rating levels.

Correct Answer: CD

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**QUESTION 2**

Which two tasks are true about components in worksheet configurations? (Choose two.)

- A. Plans must have at least one component if awarding compensation.
- B. You can create up to five components to represent the different types of compensation that you want to award within a plan.
- C. Each component has to be of a separate type, such as salary or bonus.
- D. There is the flexibility to add any number of components within a compensation plan.

Correct Answer: AB

Reference: [https://docs.oracle.com/cd/E37583\\_01/doc.1116/e22776/F387136AN11E5B.htm](https://docs.oracle.com/cd/E37583_01/doc.1116/e22776/F387136AN11E5B.htm)(see worksheet, first bulleted point)

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**QUESTION 3**

When upper-level managers change the plan access of one or more lower-level managers, they receive a notification informing them about the change in access. Which option do they receive to act on the notification? (Choose the best answer.)

- A. Accept
- B. Reject
- C. Dismiss
- D. Reply

Correct Answer: D

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**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

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**QUESTION 5**

Your client's organization is a multi-country organization with headquarters in the US, and managers have direct reports in different countries.

In which three ways can the compensation currency be displayed? (Choose three.)

- A. Preferred currency
- B. Each employee's local currency
- C. The corporate currency
- D. Only one currency can be displayed

Correct Answer: ABC

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