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Oracle Compensation Cloud 2022 Implementation Professional

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**QUESTION 1**

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

QUESTION 2

An administrator of a corporation must generate the compensation statements for the workers to notify them about their compensation details.

Identify the correct role that will give the administrator access to complete the process. (Choose the best answer.)

- A. Compensation Administrator
- B. Compensation Manager
- C. Line Manager
- D. HR Specialist

Correct Answer: C

QUESTION 3

The compensation administrator wants to run Purge Workforce Compensation Data for one of the past compensation plans because the transaction data from that period is not required anymore. However, the compensation administrator does not get the option to include the said plan. What is the reason for this? (Choose the best answer.)

- A. Purge Workforce Compensation Data cannot be run because the Transfer Workforce Compensation Data to HR process has already been run and compensation data transferred to HR.
- B. Purge Workforce Compensation Data can be run only for compensation plans with Inactive status.
- C. Purge Workforce Compensation Data can be run only after Back Out Workforce Compensation Data is run with the "Full Back Out" option.



D. Purge Workforce Compensation Data can be run only for compensation plans that are valid for the future.

Correct Answer: C

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>

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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