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**QUESTION 1**

The compensation administrator has configured an Annual Salary Review plan that is linked to the performance of employees so that the annual increment amount is based on the rating that an employee has received in the performance evaluation. The percentages are fixed for each of the ratings by using the dynamic column. All the managers have completed updating the worksheet and the information has been transferred to HR by running the Transfer Workforce Compensation Data to HR process.

After this, the compensation administrator realizes that the increment percentages for each of the ratings used in the dynamic column were incorrect. Now each of these incorrect salary records should be deleted and new correct salary record entries should be made for the employees in Manage Salary.

How should you accomplish this? (Choose the best answer.)

- A. Change the plan status to Inactivate and create a new compensation plan with correct percentage increase for each of the ratings.
- B. Correct the percentage increase for each of the ratings, run the Refresh Workforce Compensation Data process, and return the same compensation plan.
- C. Run the Back Out Workforce Compensation Data process, run the Refresh Workforce Compensation Data process, return the same compensation plan, and then transfer the data to HR.
- D. Run the Back Out Workforce Compensation Data process, correct the percentage increase for each of the ratings, run the Refresh Workforce Compensation Data process, and rerun the same compensation plan.
- E. Run the Back Out Workforce Compensation Data process, correct the percentage increase for each of the ratings, run the Refresh Workforce Compensation Data process, and rerun the same compensation plan. Finally transfer the data to HR.

Correct Answer: A

QUESTION 2

Which is the correct priority of deduction information from highest to lowest? (Choose the best answer.)

- A. 1. Personal deduction card (payroll relationship level). 2. Tax reporting unit deduction card. 3. Payroll statutory unit deduction card. 4. Payroll deduction range values (legislative data group level).
- B. 1. Personal deduction card (payroll relationship level). 2. Payroll statutory unit deduction card. 3. Tax reporting unit deduction card. 4. Payroll deduction range values (legislative data group level).
- C. 1. Payroll statutory unit deduction card. 2. Tax reporting unit deduction card. 3. Payroll deduction range values (legislative data group level) 4. Personal deduction card (payroll relationship level).
- D. 1. Personal deduction card (payroll relationship level). 2. Payroll deduction range values (legislative data group level) 4. Payroll statutory unit deduction card. 4. Tax reporting unit deduction card.

Correct Answer: A

QUESTION 3



You are an implementation consultant, and the client organization wants you to provide a solution for how not to display the welcome message in the total compensation statement.

What will your answer in this situation be? (Choose the best answer.)

- A. Changing the welcome message is not possible.
- B. Edit the "Do not display Welcome message" option in "Statement Definition."
- C. Edit the "Do not display Welcome message" option in "Compensation Item."
- D. Edit the "Do not display Welcome message" option in "Compensation Category."

Correct Answer: B

Reference: https://docs.oracle.com/cd/E37583_01/doc.1116/e22776/F387366AN19E05.htm (creating a statement definition)

QUESTION 4

Identify the delivered workflow task for variable allocation approvals that has no rules. (Choose the best answer.)

- A. VariableAllocationTask
- B. VariableApprovalTask
- C. VariableAllocationFYITask
- D. VariableApprovalFYITask
- E. VariableContributionTask

Correct Answer: D

None of the FYI approval workflow tasks have rules. The non-FYI workflow tasks are configured such that if the rule applies, then the notification is routed using the Supervisory list builder and response is required.

QUESTION 5

As an implementation consultant, you have created compensation items for the total compensation statement but have not attached them to compensation categories.

In this situation, which statement is correct? (Choose the best answer.)

- A. You can add items to statement definitions directly.
- B. To include items in statements you must add items to a compensation category.
- C. You cannot add items to statement definitions directly, and you cannot add items to a compensation category.
- D. You can add items to statement definitions directly, and to include items in statements you must add items to a compensation category.



Correct Answer: B

QUESTION 6

What are the two correct options with respect to budgeting when the salary has multiple components? (Choose two.)

- A. Budgets can be separate for each component.
- B. Budgets cannot be separate for each component.
- C. Multiple components can have a single budget.
- D. Multiple components cannot have a single budget.

Correct Answer: AC

If you use budgeting, you can have separate budgets for each component or link multiple components to a single budget. You can also link budgets to off-cycle compensation plans. For example, you can give a manager a single annual budget amount and draw both focal and off-cycle awards from the same budgetpool. Once you enable budgeting, you configure how data displays on the budget page, such as data display order, available menu actions, and text instructions to the managers. Also, you can copy a budget page layout from another plan.

QUESTION 7

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

QUESTION 8

During the Compensation Review cycle for the year 2014-15, the manager processes his direct reports compensation changes per the model created by him. After making the changes in the worksheet, the manager submits the proposed changes to the next level manager in the hierarchy for approval. What will the Manager status appear as in the workforce compensation area? (Choose the best answer.)

- A. In Approvals
- B. Processed
- C. Fully Approved



D. Submitted

E. Work in Progress

Correct Answer: D

QUESTION 9

Which four tasks are part of Worksheet Configuration Options? (Choose four.)

A. Models

B. Components

C. Performance ratings

D. Compensation change statements

E. Alerts

F. Plan cycles

Correct Answer: BCDE

Reference: https://docs.oracle.com/cd/E37583_01/doc.1116/e22776/F387136AN11E5B.htm (see Worksheet)

QUESTION 10

Which three dates are mandatory while creating plan cycles? (Choose three.)

A. Evaluation Period Start Date

B. Worksheet Update Period Start Date

C. Plan Access Start Date

D. HR Data Extraction Date

E. Performance Rating Date

F. Default Due Date

Correct Answer: ABC

QUESTION 11

Your customer is planning to configure an Individual Compensation Company Car Plan to include only the Sales department employees. The customer also wants to restrict luxury model vehicles to executive positions.

Which three statements are true about accomplishing this? (Choose three.)



- A. Create an eligibility profile to include only the Sales department and attach it to Company Car Plan.
- B. Create an eligibility profile to include executive positions and attach it to Company Car Plan.
- C. Create an eligibility profile to include the Sales department and the executive positions and attach it to Company Car Plan and the Luxury models option.
- D. Create an eligibility profile to include the executive positions and attach it to the Luxury models option.
- E. You cannot achieve this because you cannot attach eligibility profiles with Plan and Option.
- F. You can attach eligibility profiles with Plan, Option, or both.

Correct Answer: ABC

Reference: http://docs.oracle.com/cd/E15586_01/fusionapps.1111/e20376/F566542AN414_38.htm

QUESTION 12

A worker complains to the Human Resources department that the total amount does not add up to the amount of salary received in the bank. The department informs the worker that certain items that are shown in the Compensation Statement do not comprise the actual amount paid. The department now wants to make the statement more relevant to workers to avoid such situations.

What should you do to accommodate this requirement? (Choose the best answer.)

- A. For each item, specify the Excluded from Gross amount option to indicate that this compensation is not the actual amount paid.
- B. For each item, specify the Estimated amount option to indicate that this compensation is not the actual amount paid.
- C. For each item, specify the Unpaid amount option to indicate that this compensation is not the actual amount paid.
- D. For each item, specify the Indicative amount option to indicate that this compensation is not the actual amount paid.

Correct Answer: B

QUESTION 13

A corporation is implementing Oracle Fusion Workforce Compensation and must set up salary bases. Employees are assigned different grades within the organization and the salaries are dependent on the grades.

What is the correct way to set up the salary bases? (Choose the best answer.)

- A. Setup different salary bases for different grades with the same payroll element. The frequency of both salary basis and the grade rate should match.
- B. Set up different salary bases for different grades and different payroll elements, because the payroll element can be attached to only one salary basis. The frequency of both salary basis and grade rate should match.
- C. Set up different salary bases for different grades with the same payroll element. The frequency of both salary basis and grade rate need not match.



D. Set up different salary bases for different grades and different payroll elements, because the payroll element can be attached to only one salary basis. The frequency of both salary basis and grade rate need not match.

Correct Answer: B

QUESTION 14

Which alert is advised to be disabled when you are using HCM co-existence between Oracle PeopleSoft HCM and Oracle Fusion Compensation? (Choose the best answer.)

- A. Allocation exceeding target
- B. Employee termination
- C. Leave of Absence
- D. Any custom alert

Correct Answer: C

Reference: https://docs.oracle.com/cd/E37583_01/doc.1116/e22776/F387136AN11E5B.htm (see the note under worksheet)

QUESTION 15

Contingent workers are ineligible as per the eligibility rules defined for your organization's compensation plan. The compensation plan cycle is started. As is the standard practice, the compensation administrator schedules the "Refresh Workforce Compensation Data" nightly. A worker who was a contingent worker is now an employee of the organization and the next day shows up in Manager's worksheet. How is this possible? (Choose the best answer.)

- A. Track Ineligible Workers is selected in the compensation plan.
- B. Show Ineligible Workers is selected in the compensation plan.
- C. Hide Ineligible Workers is selected in the compensation plan.
- D. Process IneligibleWorkers is selected in the compensation plan.

Correct Answer: D

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