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**QUESTION 1**

In the workforce compensation work area, the Manager's Worksheet Status is "In Approvals". What progress has the compensation manager made through a workforce compensation cycle? (Choose the best answer.)

- A. A budget was published to the manager.
- B. The manager submitted his or her worksheet for approval.
- C. The first-level manager approved the manager's worksheet.
- D. The highest-level manager or approver in the approval hierarchy approved the manager's worksheet.
- E. The manager saved some changes to his or her worksheet.

Correct Answer: C

QUESTION 2

As compensation manager, you are creating a Salary and Bonus earnings compensation item to define a total compensation statement. Per system requirements, you must select an appropriate source type to show the correct information on the statement.

Select the correct "Source Type". (Choose the best answer.)

- A. Salary Basis
- B. BenefitBalance
- C. Payroll Element
- D. Formula

Correct Answer: A

QUESTION 3

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

**QUESTION 4**

What happens if you include ineligible workers on the worksheet? (Choose the best answer.)

- A. It displays ineligible workers but managers can allocate compensation, promote workers, and rate worker performance.
- B. It displays ineligible workers but managers cannot allocate compensation, promote workers, or rate worker performance.
- C. It does not display ineligible workers and managers cannot allocate compensation, promote workers, or rate worker performance.
- D. It does not display ineligible workers but managers can allocate compensation, promote workers, or rate worker performance.

Correct Answer: B

QUESTION 5

An administrator of a corporation needs to view a worker's salary basis, change it, view the salary history, and do a graphical analysis of changes made to the salary. However, the administrator is not able to do these things.

Identify the three correct roles that will give the administrator access to complete the process. (Choose three.)

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

Correct Answer: ABC

QUESTION 6

As an implementation consultant, you want to override the currency on the item definition. The United States Dollar currency is currently specified on it. This needs to be overridden to the Indian Rupee. What are the two approaches that you should use to override the currency of the compensation item from the United States Dollar to the Indian Rupee? (Choose two.)

- A. Define a formula that retrieves compensation and specifies currency as the Indian Rupee.
- B. Define the source type as Benefit Balance, which has currency specified in the Indian Rupee.
- C. Define a Category that includes the item and has currency defined as the Indian Rupee.
- D. Define a Compensation Statement Definition that includes the item and has currency defined as the Indian Rupee.

Correct Answer: B

**QUESTION 7**

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 8

As a compensation manager, you are generating a total compensation statement for a corporation. Which two options are mandatory to be used as inputs while generating the total compensation statement? (Choose two.)

- A. Statement Definition Name
- B. Statement Period
- C. Legal Employer
- D. Compensation Category

Correct Answer: BD

QUESTION 9

Plan access restrictions control the situations in which an individual compensation plan is available for allocations or contributions by a line manager or worker, and regulate a user's ability to create, update, or discontinue allocations or



contributions under the plan. What are three common decisions to make about plan access? (Choose three.)

- A. If user access should be based on career levels or earnings thresholds
- B. If the plan is going to require updates that are driven by business users in the time frame of the next payroll cycle
- C. if there should be a "white list" name criteria for access to the plan
- D. if plan access should be related to HR actions
- E. if there should be a time period in which a user can create, update, or discontinue allocations or contributions
- F. whether or not to restrict access to the plan at all

Correct Answer: DEF

Reference: http://docs.oracle.com/cd/E25054_01/fusionapps.11111/e20376/F642623AN428_3B.htm

QUESTION 10

A corporation has implemented Oracle Fusion Workforce Compensation. As a Fusion consultant, you are required to set up Calculation Factors for the deduction elements setup.

Which two statements are correct regarding the Calculation Factors? (Choose two.)

- A. Calculation Factors indicate which deduction range to use when calculating the deduction amount.
- B. The Manage Deduction Ranges task in the Payroll Calculation work area is used to view the calculation factors defined.
- C. Calculation Factors define which classifications of earnings to consider when calculating the basis for the deduction element.
- D. The Manage Deduction Group Rates task in the Payroll Calculation work area is used to view the calculation factors defined.

Correct Answer: AB

QUESTION 11

As a compensation executive, you are required to upload stock data sent by a vendor of a corporation into the Fusion application.

Which option is the correct method to do so? (Choose the best answer.)

- A. Manage Stock Grants >> Import Items
- B. Manage Stock Grants >> Import Category
- C. Manage Stock Grants >> Import Source
- D. Manage Stock Grants >> Prepare Import Spreadsheet



Correct Answer: D

Reference:https://docs.oracle.com/cd/E37017_01/fusionapps.1115/e20376/F668086AN4E_C23.htm(last line of the page)

QUESTION 12

What classification can you use if employees submit timecards and you want absences taken by these employees to show on the statement of earnings? (Choose the best answer.)

- A. Either Absence or Information Classification
- B. Absence Classification
- C. Standard Earnings Classification
- D. Information Classification
- E. Either Standard Earnings or Absence Classification
- F. Any classification will result in the absences showing

Correct Answer: C

Reference:http://docs.oracle.com/cd/E25054_01/fusionapps.1111/e20376/F566545AN4D6_7C.htm(using the standard earnings classification)

QUESTION 13

Your customer provides compensation such as salary, bonus earnings (paid twice a year), commissions, stock options, and company-paid taxes to its workers. The customer wants you to implement Compensation Statements with graphs. Which three values of the graph column will you exclude? (Choose three.)

- A. Dates
- B. Monetary Values
- C. morethan one nonmonetary unit of measure
- D. Non Monetary Values
- E. Text

Correct Answer: ADE

QUESTION 14

Your client is a consumer goods wholesaler. The client's organization has five departments. While performing compensation budgeting activity, the client has a policy that the departments that have exceeded their sales targets receive an additional budget to reward the employees in that department. In the current year, only the Electronics department has exceeded its sales target.



How would the compensation manager allocate the extra budget to the manager of the Electronics Department?
(Choose the best answer.)

- A. Publish the original budgets to all managers, followed by publishing the extra budget to only the manager of the Electronics department.
- B. Create a separate compensation plan for Electronics department employees and publish the extra budget to the manager of the department.
- C. Initiate budgets automatically by using the Start Compensation Cycle process.
- D. Request excess budget allocation from the manager above him.

Correct Answer: A

QUESTION 15

An Organization tracks compensation that is not stored in the Benefit Balance, Element Entry, External Data, and Payroll Balance source types. Which three statements are true about configuring Compensation Items for a Compensation Statement? (Choose three.)

- A. Currency can be used as Context when implementing the source type for such Items.
- B. Effective Date can be used as Context when implementing the source type for such Items.
- C. Legislative Data Group ID can be used as Context when implementing the source type for such Items.
- D. Manager ID can be used as Context when implementing the source type for such Items.
- E. Person ID can be used as Context when implementing the source type for such Items.

Correct Answer: ABC

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