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Vendor:Oracle

Exam Code:1Z0-1049-22

Exam Name:Oracle Compensation Cloud 2022
Implementation Professional

Version:Demo

QUESTION 1

The Fusion Compensation module must be integrated with Fusion Performance Rating. In which three ways can the performance rating be made available? (Choose three.)

- A. Integrate with Oracle Fusion Performance Management.
- B. Use compensation performance ratings.
- C. Use both Performance Management ratings and compensation ratings.
- D. Integrate with Oracle Fusion Goal Management.
- E. Integrate with Oracle Fusion Profile Management.

Correct Answer: ABC

QUESTION 2

A corporation has set up an individual compensation plan for a contribution towards a retirement benefit. This contribution must be approved by the four-level manager hierarchy.

Identify all the four builders that support a restriction for the number of levels. (Choose four.)

- A. Management Chain
- B. Supervisory
- C. Position
- D. Job Level
- E. Resource
- F. Department Level

Correct Answer: BDEF

QUESTION 3

What happens when you define Workforce Compensation Plan components but the employees to whom the compensation change is being administered does not have any component in his or her salary? (Choose the best answer.)

- A. The sum of all components identified to be posted as salary is posted as a single salary adjustment amount to the employee's salary record.
- B. The first component is automatically mapped to the salary and the amount associated with this component is posted as a salary adjustment to the employee record.

C. The last component is automatically mapped to the salary and the amount associated with this component is posted as a salary adjustment to the employee record.

D. The component adjustment is not posted as a salary adjustment to the employee's record. While designing the compensation plan, it has to be kept in mind that the plan components must have a direct mapping with the employee's salary components.

Correct Answer: C

QUESTION 4

A corporation is implementing Oracle Fusion Workforce Compensation and needs to set up the following for all employees:

Salary paid based on the grades of employees.

Car allowance paid based on the department and position.

Spot bonus paid based on a committee's decision.

Identify the correct option for the setup. (Choose the best answer.)

A. Set up a salary basis for "Salary" and associate a grade rate matrix and the payroll element to it. Set up individual compensation plans for the car allowance and spot bonus, and restrict the access to line manager and HR specialist respectively. Additionally, add an eligibility profile to the car allowance to restrict it to specific departments and positions.

B. Set up a salary basis for "Salary" and associate a grade rate matrix to it, and add a car allowance and spot bonus as components for the salary basis along with Salary. Attach the required payroll elements to the salary. Have salary validations to restrict access and payment for specific departments and positions.

C. Set up on individual compensation plan with all three options. Add the required payroll elements and add restriction based on eligibility profiles and plan access.

D. Set up Salary and the spot bonus as two salary bases, because there are no eligibility restrictions. Set up the car allowance as an individual compensation plan. Add the required payroll elements and add eligibility profiles for the car allowance for specific departments and positions.

Correct Answer: D

QUESTION 5

As compensation manager, you are creating a Salary compensation item to define a total compensation statement. Which two statements are correct about compensation items? (Choose two.)

A. Compensation items are the foundation upon which the Compensation Statement is built.

B. Compensation items cannot be used across statement definitions.

C. Compensation items need not be mapped to the specific source from which the compensation information is

retrieved.

D. Compensation items can be added to statement definitions directly.

E. Compensation items are added to a compensation category to include them in statements.

Correct Answer: AE

Reference:http://docs.oracle.com/cd/E25054_01/fusionapps.1111/e20376/F566544AN493_F2.htm (compensation items and sources: explained)

QUESTION 6

As an implementation consultant, you have defined a total compensation statement. You have defined three compensation items (a new hire bonus, a profit sharing bonus, and a quarterly bonus), which are attached to the bonus category. You no longer need the quarterly bonus item but you are unable to delete it.

Which statement is true for the given scenario? (Choose the best answer.)

A. The item cannot be deleted, because it is attached to a category.

B. The above scenario does not stand true as the item can be deleted.

C. More than one administrator might be using the item and, therefore, it cannot be deleted.

D. Before deleting the item, you must configure a zero value behavior for the item.

Correct Answer: C

QUESTION 7

As an implementation consultant, you are required to define a total compensation statement. You are creating the compensation items for the same. Which four source types are available for selection while creating a compensation item for the total compensation statement? (Choose four.)

A. Element Entry

B. Benefit Balance

C. Formula

D. Payroll Balance

E. Deduction Range

F. Input Value

Correct Answer: ABCD

QUESTION 8

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 9

Which five tasks can be performed by a compensation manager? (Choose five.)

- A. Allocate compensation.
- B. Promote and rate worker performance while allocating compensation.
- C. Determine compensation amounts offline by downloading details to a spreadsheet.
- D. Review and approve work of Superior Manager.
- E. Generate company-configured compensation change statements to notify workers of a compensation award, job change, or performance rating assignment.
- F. Analyze proposed changes for equity among peer groups and by manager, alignment with the market, and pay for performance strategies.

Correct Answer: ABCEF

Reference: https://docs.oracle.com/cd/E37583_01/doc.1116/e22776/F387083AN108D9.htm #F390541AN1090B

QUESTION 10

If you enable Performance Ratings and rate workers within Workforce Compensation, which two statements are true? (Choose two.)

- A. Managers can rate workers as they allocate compensation.
- B. These ratings are used across compensation plan and cycles.
- C. The ratings are transferred to the Performance Management system or to HR.
- D. You can display compensation ratings given in the previous plan cycle as a column in the worksheet.

Correct Answer: AD

QUESTION 11

While configuring a plan cycle, you have set the Worksheet update start and end dates as 15-Apr-2014 and 31-May-2014, respectively. However, when a manager logs into the workforce compensation area on 5Apr-2014, he is able to see the active plan, but in read-only mode.

What could be the possible reason for this? (Choose the best answer.)

- A. Active plans are always shown in read-only mode until the Worksheet update period starts.
- B. Active plans are always shown in read-only mode from the Evaluation period start date, which is always prior to the Worksheet update date.
- C. Active plans are always shown in read-only mode once it is past the eligibility determination date.
- D. Active plans are always shown in read-only mode from the Plan Access start date, which is generally prior to the Worksheet update date.

Correct Answer: B

QUESTION 12

You have configured a compensation plan to include ratings from the performance management system. For one particular division, the performance ratings have not been finalized and are shown as blank on the compensation worksheet. The manager updates the performance rating while allocating compensation. What happens in this case? (Choose the best answer.)

- A. The rating will be available to only the plan where it is updated.
- B. The rating will be available to all plans that are currently active.
- C. The rating will be available in the Performance document in the performance system.
- D. The rating will be available to only the plans where the same manager is involved.

Correct Answer: C