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Oracle Compensation Cloud 2020 Implementation Essentials

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QUESTION 1

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 2

A corporation implemented Fusion Compensation and wants to validate the salaries with the setup. Select the two options that are true about validation setup. (Choose two.)

- A. Using grade rate validation, a warning message can be generated when the new or adjusted salary is outside the range of salary configured in the grade rate attached to the salary basis.
- B. Using grade rate validation, approval can be prevented when the new or adjusted salary is outside the range of salary configured in the grade rate attached to salary basis.
- C. Using either a formula at the element level or criteria at the element link level, a warning message can be generated when a new or adjusted salary does not pass the configured validation.
- D. Using either a formula at the element level or criteria at the element link level, approval can be prevented when the new or adjusted salary does not pass the configured validation.

Correct Answer: AD

QUESTION 3

You are required to explain to your client the use of Hierarchy design in Compensation Process. Which two Compensation-related activities use Hierarchy? (Choose two.)

- A. Approval routing
- B. Allocating budgets
- C. Plan access
- D. Sending Compensation alerts

E. Feedback survey

Correct Answer: AB

QUESTION 4

You create a compensation plan and attach a Compensation Performance rating model to it. While the manager is allocating compensation, he specifies a rating for each of the employees under him. Where will the rating specified by the manager be available? (Choose the best answer.)

- A. Only within the current compensation plan and all cycles associated with it
- B. Only within the current compensation plan and the current cycle
- C. To the current compensation plan and the Performance Management system
- D. To the current compensation plan and HR system

Correct Answer: A

QUESTION 5

While configuring the Budget page, which five tabs are available in Page Layout? (Choose five.)

- A. Budgeting
- B. Summary
- C. Detail table
- D. Worker List
- E. Actions
- F. Comments
- G. Information

Correct Answer: ABCDE

QUESTION 6

An organization provides compensation such as salary and bonus earnings for its workers. It also tracks commissions and company-paid taxes for them.

Which two statements are true when configuring the items? (Choose two.)

- A. Benefit Balance will require you to specify the Legislative Data Group as the Additional Data Entry.

- B. Element Entry will require you to specify the Legislative Data Group as the Additional Data Entry.
- C. Formula will require you to specify the Legislative Data Group as the Additional Data Entry.
- D. Payroll Balance will require you to specify the Legislative Data Group as the Additional Data Entry.

Correct Answer: CD

QUESTION 7

As an implementation consultant, you are required to define the total compensation statement. You are creating the statement definitions for your compensation statement. Which three statements are true about the statement definitions? (Choose three.)

- A. The statement definition acts as a template and determines the layout and content of the generated statement.
- B. The statement definition consists of compensation items added to compensation categories.
- C. Multiple legal employers, multiple countries, and multiple currencies cannot be included in one statement.
- D. Compensation items with sources belonging to different legal employers cannot be added.
- E. Reusing statement definitions by creating new statement periods and then modifying the definition for subsequent periods is not possible.
- F. Edits to compensation categories affect all statement definitions that use that category.

Correct Answer: ABE

Reference: http://docs.oracle.com/cd/E25178_01/fusionapps.1111/e20376/F566544AN4EDA9.htm

QUESTION 8

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. Benefit Balance
- C. Payroll Element
- D. Formula

Correct Answer: A

QUESTION 9

A corporation has set up an individual compensation plan for a contribution. This contribution needs an

approval hierarchy to be set up.

Identify the four correct options regarding approval setup. (Choose four.)

- A. Approvals can be set up to be completed when one of the approvers takes an action such as Approve or Reject.
- B. The notifications sent to the approvers can be made actionable.
- C. Expiry, Escalation, and renew settings are possible for notifications.
- D. Reminders can be set for a fixed duration either before expiration or after assignment.
- E. Task attachments cannot be sent using email notifications.

Correct Answer: ABCD

QUESTION 10

As an implementation consultant, you are required to define a total compensation statement. You are creating the compensation items for Salary, Merit Increase, and so on. Identify one set of values that Compensation Items can hold. (Choose the best answer.)

- A. Monetary, Nonmonetary, Date, Text
- B. Monetary, Nonmonetary, Timestamp, Text
- C. Monetary, Timestamp, Boolean
- D. Monetary, Nonmonetary, Date, Boolean

Correct Answer: B

Reference: https://docs.oracle.com/cd/E37583_01/doc.1116/e22776/F387366AN19E05.htm

QUESTION 11

A corporation has implemented Oracle Fusion Workforce Compensation. The requirement is that Bonus Amount should be given only to the Full-Time Assignment category employees who work on weekly payroll. Additionally, the costing information must be transferred to General Ledger. Which implementation approach is correct for creating the required element? (Choose the best answer.)

- A. creating an input value and setting up costing information at the input value level
- B. creating status processing rules and setting up costing information at the status processing level
- C. creating an element eligibility link and setting up costing information at the link level
- D. creating an auto-indirect rule and setting up costing information at the auto-indirect level

Correct Answer: C

Reference: https://docs.oracle.com/cd/E18727_01/doc.121/e13559/T8916T8918.htm

QUESTION 12

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 13

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 14

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 15

A corporation has generated total compensation statements and all workers received their total compensation statements. As a compensation executive, you realize that some corrections are needed in the generated statements.

Which corrective action will you take? (Choose the best answer.)

- A. Educate the workers that corrections are not possible after the total compensation statements have been generated.
- B. Ignore any corrective action.
- C. Edit "Statement Definition," make the required corrections, and regenerate the total compensation statements as a newer version.
- D. Start manual changes in each worker's total compensation statement.

Correct Answer: C

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