

1Z0-1049-20^{Q&As}

Oracle Compensation Cloud 2020 Implementation Essentials

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QUESTION 1

Which two tasks are true about components in worksheet configurations? (Choose two.)

- A. Plans must have at least one component if awarding compensation.
- B. You can create up to five components to represent the different types of compensation that you want to award within a plan.
- C. Each component has to be of a separate type, such as salary or bonus.
- D. There is the flexibility to add any number of components within a compensation plan.

Correct Answer: AB

Reference: https://docs.oracle.com/cd/E37583_01/doc.11116/e22776/F387136AN11E5B.htm (see worksheet, first bulleted point)

QUESTION 2

As an implementation consultant, you are required to create an element that is applicable only to a set of employees who are in the Production department and who are on weekly payrolls. What is the correct configuration to meet this requirement? (Choose the best answer.)

- A. Create Element Eligibility with the Legal Employer and Payroll Statutory Unit parameters.
- B. Create an element without defining Element Eligibility.
- C. Create Element Eligibility with the Grade and Position parameters.
- D. Create Element Eligibility with the department and specific payroll parameters.

Correct Answer: A

QUESTION 3

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 4

What happens if eligibility requirements are different for components than they are for a plan? (Choose the best answer.)

A. Component-level eligibility is ignored and a warning is reported.

B. Plan-level eligibility is evaluated before component-level eligibility.

C. Component-level eligibility is evaluated before plan-level eligibility.

D. This is not possible. Component-level eligibility is always identical to plan-level eligibility.

E. Plan-level eligibility is ignored and a warning is reported.

Correct Answer: B

QUESTION 5

How would you control the task of determining if a person is eligible for a compensation plan? (Choose the best answer.)

A. a mix of element eligibility and eligibility profiles

B. through element eligibility only, never with eligibility profiles

C. with the eligibility profiles, never through element eligibility

D. either with eligibility profiles or through element eligibility

Correct Answer: A

Reference: https://docs.oracle.com/cd/E60665_01/common/FAIWC/F1451659AN19D78.htm#F189517AN1A019