

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

Oracle Compensation Cloud 2020 Implementation Essentials

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QUESTION 1

Your Workforce Compensation Plan has the following Plan Cycle setup: Evaluation Period Start Date: 1-Jan-2014 Evaluation Period End Date: 31-Dec-2014 Worksheet Update Period Start Date: 1-Jan-2014 Worksheet Update Period End Date: 31-Dec-2014 HR Data Extraction: 31-Dec-2014 Eligibility Determination Date: 31-Dec-2014 Worksheet Update Period Start Date: 1-Nov-2014 Worksheet Update Period End Date: 31-Jan-2015 Due to reorganization in the month of December 2014, the Marketing department was split into two new departments: Branding and Communications, which resulted in transfers of many employees from one manager to another. You, as the compensation administrator, are required to ensure that all the relevant organizational changes are included in the Compensation Worksheet.

What would you have to do to accomplish this? (Choose the best answer.)

- A. Schedule the Refresh Workforce Compensation Data process nightly to ensure that line managers see the most current data, including the recent transfers and other employment changes.
- B. Run the Refresh Workforce Compensation Data process on 1-Nov-2014 because that is the date when line managers start updating the worksheet.
- C. Validate Plan Setup to ensure that all HR Data updates are accounted in the worksheet.
- D. Run the Back Out Workforce Compensation Data process with the "Full back out" option.

Correct Answer: A

QUESTION 2

Your client wants you to create a single Compensation Change statement that includes compensation awarded for multiple plans. What would you, as an implementation consultant, advise your client? (Choose the best answer.)

- A. Create a Compensation Statement Plan with cross-references to compensation awarded in each plan.
- B. Create a custom data model that can pull compensation awarded from different plans and display the data using a BI publisher layout.
- C. Create a separate Change statement template for this purpose and associate it with the Statement group for which this is required.
- D. This is possible only in the on-premises model using customization and is not possible in an SaaS instance. Therefore, you would respond accordingly to the client.

Correct Answer: C

QUESTION 3

During the compensation review cycle, which two actions occur when a manager is allocated a zero or null budget? (Choose two.)

- A. The manager can manually allocate some budget for his team.

- B. The manager does not have access to the plan.
- C. The manager will have read-only access.
- D. The available budget becomes negative when the manager makes allocations.

Correct Answer: AC

You can distribute initial budgets for one or more managers in the hierarchy. When the budget is zero or null, managers have read-only access to their budgets. A null budget contains no value. A zero budget means no amount is budgeted.

QUESTION 4

As a Fusion implementation consultant, you are configuring Fusion HCM Compensation Management module for a manufacturing client. Which three statements are correct in relation to compensation statement display options? (Choose three.)

- A. You can hide table columns.
- B. You can configure display of zero values.
- C. You cannot hide regions for graphs or descriptions at the statement definition setup level.
- D. You cannot exclude a category from the statement summary at the category setup level.
- E. You cannot include and hide the welcome message at the statement definition setup level.
- F. You can hide or show the estimated amount indicator at the category setup level.

Correct Answer: BCF

QUESTION 5

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