

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

Oracle Compensation Cloud 2020 Implementation Essentials

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QUESTION 1

A corporation has implemented Oracle Fusion Workforce Compensation. A Salary basis has been created to manage employees' salaries. It has a payroll element attached. As part of the Salary changes, when the compensation manager is trying to update the Salary amounts, the same is not reflecting in the payroll elements entries of the employee. Identify the two possible causes for the issue. (Choose two.)

- A. Automatic entry is checked for the payroll element used.
- B. Automatic entry is checked at the element eligibility link for the payroll element used.
- C. Salary basis is configured to be non-updatable.
- D. No components are defined to handle these salary adjustments.

Correct Answer: AC

QUESTION 2

As an implementation consultant, you are required to define a total compensation statement. To construct the total compensation statement, you must follow a set of activities in sequence.

Select the correct sequence to construct a total compensation statement. (Choose the best answer.)

- A. Create compensation items > attach the items to compensation categories > arrange categories hierarchically in the statement definition > specify the statement period and display options > generate the statement.
- B. Create compensation items > specify the statement period and display options > arrange categories hierarchically in the statement definition > attach items to compensation categories > generate the statement.
- C. Create compensation items > generate a statement > specify the statement period and display options > arrange categories hierarchically in the statement definition > attach items to compensation categories.
- D. Create compensation items > attach the items to compensation categories > generate the statement > specify the statement period and display options > arrange categories hierarchically in the statement

definition.

Correct Answer: A

QUESTION 3

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 4

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 5

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

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