

# 1Z0-1049-20<sup>Q&As</sup>

Oracle Compensation Cloud 2020 Implementation Essentials

**Pass Oracle 1Z0-1049-20 Exam with 100% Guarantee**

Free Download Real Questions & Answers **PDF** and **VCE** file from:

<https://www.pass2lead.com/1z0-1049-20.html>

100% Passing Guarantee  
100% Money Back Assurance

Following Questions and Answers are all new published by Oracle  
Official Exam Center

-  **Instant Download** After Purchase
-  **100% Money Back** Guarantee
-  **365 Days** Free Update
-  **800,000+** Satisfied Customers



**QUESTION 1**

A corporation has implemented Oracle Fusion Workforce Compensation. The consultant must now create an element eligibility link for an Earnings element. While creating the element eligibility link, which three options can be set up in the element eligibility work area? (Choose three.)

- A. general information
- B. input values
- C. costing
- D. status processing rules
- E. retroactive components
- F. auto indirect rules

Correct Answer: BCF

---

**QUESTION 2**

A corporation implemented Oracle Fusion Workforce Compensation. A salary basis has been created and attached to the employee and a compensation cycle has been run. The corporation wants to include a new component as part of the salary basis.

Which three are predefined components? (Choose three.)

- A. Regular and automatic adjustment
- B. Market adjustment due to salary being out of line with the market
- C. Equity adjustment to correct salary compression or inversion
- D. Adjustment due to corrections within the organization

Correct Answer: ABC

Reference: [https://docs.oracle.com/cd/E37583\\_01/doc.1116/e22776/F387136AN11E5B.htm](https://docs.oracle.com/cd/E37583_01/doc.1116/e22776/F387136AN11E5B.htm) (salary component lookups: explained)

---

**QUESTION 3**

While working on the compensation changes in an Excel workbook, a manger selects the Upload option and then tries to immediately download the uploaded dat

- A. As a consultant, you advise him not to do so because of which reason? (Choose the best answer.)
- B. This action causes the committed data to roll back, thereby revoking the changes processed.

C. This action causes the committed data to download immediately, thereby obscuring the error messages.

D. The data uploaded takes some time to be processed by the server and, therefore, when download is clicked immediately, it might still show the older data.

E. When the Upload button is clicked, the data is loaded to a staging table and an upload process is triggered. This process has to complete successfully before the new data can be downloaded.

Correct Answer: D

---

#### QUESTION 4

You are responsible for configuring variable allocations to manage approvals for individual compensation plans. Your company wants to control plan availability by using defaults. What are the default attributes of the actionable Variable Allocation task? (Choose the best answer.)

A. The task is only for notification and has no rules.

B. The task applies to all allocations, uses two levels of the Supervisory list builder, and does not require a response from the current approver.

C. The task applies to selected allocations, uses two levels of the Supervisory list builder, and requires a response from the current approver.

D. The task applies to all allocations, uses two levels of the Supervisory list builder, and requires a response from the current approver.

Correct Answer: C

---

#### QUESTION 5

Your customer's compensation manager needs to know, what are the four valid statuses of the compensation worksheet? (Choose four.)

A. Budget Available

B. Started

C. Submitted

D. Partially approved

E. Unprocessed

F. Fully Approved

G. Processed

H. Closed

Correct Answer: ACFG

Reference: [https://docs.oracle.com/cloud/farel8/globalcs\\_gs/FACMC/F1098201AN10E27.htm#F1097486AN110\\_1C](https://docs.oracle.com/cloud/farel8/globalcs_gs/FACMC/F1098201AN10E27.htm#F1097486AN110_1C)

---

[1Z0-1049-20 VCE Dumps](#)

[1Z0-1049-20 Study Guide](#)

[1Z0-1049-20 Braindumps](#)