

1Z0-1049-22^{Q&As}

Oracle Compensation Cloud 2022 Implementation Professional

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QUESTION 1

While administering compensation, the managers in the organization want to first allocate compensation to the outstanding performers with compa-ratio less than 80 and, therefore, want to view only this population. How would you, as a consultant, help the managers to achieve this? (Choose the best answer.)

- A. Use the Advanced Filter option in the worksheet to create a custom condition.
- B. Control the population by using eligibility profiles.
- C. Use the sort feature in the worksheet to control this.
- D. This cannot be done once the population is finalized and the compensation cycle is started.

Correct Answer: A

QUESTION 2

You are responsible for configuring an individual compensation plan with multiple options. Which two statements are true about the plan options? (Choose two.)

- A. You can associate each option with the same payroll element and input value.
- B. You can associate each option with only one payroll element and input value.
- C. You can associate each payroll element with only one plan and option.
- D. You can associate each payroll element with multiple plans and options.
- E. You can associate each payroll element with one option but with multiple plans.

Correct Answer: BD

QUESTION 3

Performance Ratings are enabled in a compensation plan and a Rating Model is supposed to be created. Which two mandatory tasks are involved in creating the Rating Model? (Choose two.)

- A. Create a Rating Level for the rating model.
- B. Review points with from and to points entered for the rating level.
- C. Populate Rating Categories for all rating levels.
- D. Create Target Distributions for each of the rating levels.

Correct Answer: CD

QUESTION 4

A corporation implemented Fusion Compensation and must run a compensation cycle. The corporation has seven different active components in the salary basis. Salaries of all the employees must be updated in bulk mode.

Which statement is true about the bulkupdate using Integrated Workbook? (Choose the best answer.)

- A. Integrated Workbook can be used to update all the seven components.
- B. Only the first four active components will be loaded at a time by Integrated Workbook.
- C. Only the first five active components will be loaded at a time by Integrated Workbook.
- D. Only the first six active components will be loaded at a time by Integrated Workbook.

Correct Answer: C

QUESTION 5

A corporation has implemented Oracle Fusion Workforce Compensation. As a Fusion consultant, you are required to set up Calculation Factors for the deduction elements setup.

Which two statements are correct regarding the Calculation Factors? (Choose two.)

- A. Calculation Factors indicate which deduction range to use when calculating the deduction amount.
- B. The Manage Deduction Ranges task in the Payroll Calculation work area is used to view the calculation factors defined.
- C. Calculation Factors define which classifications of earnings to consider when calculating the basis for the deduction element.
- D. The Manage Deduction Group Rates task in the Payroll Calculation work area is used to view the calculation factors defined.

Correct Answer: AB

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