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Oracle Compensation Cloud 2022 Implementation Professional

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QUESTION 1

Contingent workers are ineligible as per the eligibility rules defined for your organization's compensation plan. The compensation plan cycle is started. As is the standard practice, the compensation administrator schedules the "Refresh Workforce Compensation Data" nightly. A worker who was a contingent worker is now an employee of the organization and the next day shows up in Manager's worksheet. How is this possible? (Choose the best answer.)

- A. Track Ineligible Workers is selected in the compensation plan.
- B. Show Ineligible Workers is selected in the compensation plan.
- C. Hide Ineligible Workers is selected in the compensation plan.
- D. Process IneligibleWorkers is selected in the compensation plan.

Correct Answer: D

QUESTION 2

You are an implementation consultant, and the client organization wants you to provide a solution for how not to display the welcome message in the total compensation statement.

What will your answer in this situation be? (Choose the best answer.)

- A. Changing the welcome message is not possible.
- B. Edit the "Do not display Welcome message" option in "Statement Definition."
- C. Edit the "Do not display Welcome message" option in "Compensation Item."
- D. Edit the "Do not display Welcome message" option in "Compensation Category."

Correct Answer: B

Reference: https://docs.oracle.com/cd/E37583_01/doc.1116/e22776/F387366AN19E05.htm (creating a statement definition)

QUESTION 3

Your customer wants to limit contributions to a particular individual compensation plan to workers with at least a year of service. How should you accomplish this? (Choose the best answer.)

- A. Create a relevant eligibility profile and associate it with the plan.
- B. Create user-defined criteria, and then create the eligibility profile and plan.
- C. Create a derived factor, and then create the eligibility profile and plan.
- D. Create an eligibility profile with the exclude option and associate it with the plan
- E. Use a fast formula to restrict access to the plan.

Correct Answer: A

QUESTION 4

Employee X was hired on 5 March 2014 as a Web Designer and was reporting to Manager Y. On 10 September 2014, this employee was transferred to Manager Z to work as an Online Campaign designer. The company where Employee X works is doing a compensation cycle for the current year starting 1 October 2014. The employee record set up in the plan setting is "Employment terms," while the Legal Employer of Employee X uses a two-tier model.

On which manager's worksheet does Employee X appear? (Choose the best answer.)

- A. Manager Y, because this is the original manager of Employee X.
- B. Manager Z, because this is the current manager to whom Employee X is reporting.
- C. Both Manager Y and Manager Z, because he has worked under both of them during the current cycle.
- D. Employee X does not appear on any manager's sheet, because he will not be evaluated by the compensation plan.

Correct Answer: D

QUESTION 5

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 a SaaS instance. Therefore, you would respond accordingly to the client.

Correct Answer: C

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