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QUESTION 1

As a compensation executive, you are required to upload stock data sent by a vendor of a corporation into the Fusion application.

Which option is the correct method to do so? (Choose the best answer.)

- A. Manage Stock Grants >> Import Items
- B. Manage Stock Grants >> Import Category
- C. Manage Stock Grants >> Import Source
- D. Manage Stock Grants >> Prepare Import Spreadsheet

Correct Answer: D

Reference:https://docs.oracle.com/cd/E37017_01/fusionapps.1115/e20376/F668086AN4E_C23.htm(last line of the page)

QUESTION 2

Which two tasks are performed by compensation managers while determining budgets? (Choose two.)

- A. Manually calculate budget amounts or automatically determine budget amounts by using a model.
- B. With administrative budgeting, enable managers to award compensation within their allocated budget amounts by automatically publishing budget amounts.
- C. Determine budget amount offline by downloading budget details to a spreadsheet.
- D. Publish budgets to line managers to distribute budgets down the reporting hierarchy or to allocate budget amounts at the employee level.

Correct Answer: BD

QUESTION 3

While configuring a plan cycle, you have set the Worksheet update start and end dates as 15-Apr-2014 and 31-May-2014, respectively. However, when a manager logs into the workforce compensation area on 5-Apr-2014, he is able to see the active plan, but in read-only mode.

What could be the possible reason for this? (Choose the best answer.)

- A. Active plans are always shown in read-only mode until the Worksheet update period starts.
- B. Active plans are always shown in read-only mode from the Evaluation period start date, which is always prior to the Worksheet update date.
- C. Active plans are always shown in read-only mode once it is past the eligibility determination date.

D. Active plans are always shown in read-only mode from the Plan Access start date, which is generally prior to the Worksheet update date.

Correct Answer: B

QUESTION 4

Which three statements are true about payroll deductions? (Choose three.)

- A. Wage basis rules are defined at the personal level and the context value for the rule is captured on the deduction card.
- B. The rates and rules that are defined on a personal deduction card cannot override the values that are defined in the deduction ranges at the legislative level.
- C. A personal deduction card contains person-specific information that is used to calculate the deduction amount.
- D. The deduction element's status processing rule drives the calculation, accessing the rates and rules that are defined for the related payroll deduction and the values that are captured on a personal deduction card.
- E. A payroll deduction comprises the rates and rules that are used to calculate the deduction amount.

Correct Answer: ADE

Reference: http://docs.oracle.com/cd/E36909_01/fusionapps.11111/e20379/F720777AN456_E2.htm

QUESTION 5

Your client is a consumer goods wholesaler. The client's organization has five departments. While performing compensation budgeting activity, the client has a policy that the departments that have exceeded their sales targets receive an additional budget to reward the employees in that department. In the current year, only the Electronics department has exceeded its sales target.

How would the compensation manager allocate the extra budget to the manager of the Electronics Department? (Choose the best answer.)

- A. Publish the original budgets to all managers, followed by publishing the extra budget to only the manager of the Electronics department.
- B. Create a separate compensation plan for Electronics department employees and publish the extra budget to the manager of the department.
- C. Initiate budgets automatically by using the Start Compensation Cycle process.
- D. Request excess budget allocation from the manager above him.

Correct Answer: A

QUESTION 6

Your customer wants to give its employees a way to donate to charity. This donation could be started anytime in the

year and can be updated or stopped only during the month of September.

Identify the correct set of plan restriction to achieve the desired results. (Choose the best answer.)

- A. The individual compensation plan must be set up with "NO" for plan access restriction.
- B. The individual compensation plan must be set up with the following restrictions: New Allocations: Always Update Allocations: Specific period Sep 1-Sep 30 Withdraw Allocations: Specific period Sep 1-Sep 30
- C. The individual compensation plan must be set up with the following restrictions: Create Allocations: Always Update Allocations: Specific period Sep 1-Sep 30 Discontinue Allocations: Specific period Sep 1-Sep 30
- D. The individual compensation plan must be set up with the following restrictions: New Allocations: Always Update Allocations: Specific period Sep 1-Sep 30 Discontinue Allocations: Specific period Sep 1-Sep 30

Correct Answer: B

QUESTION 7

As an implementation consultant, you have created compensation items for the total compensation statement but have not attached them to compensation categories.

In this situation, which statement is correct? (Choose the best answer.)

- A. You can add items to statement definitions directly.
- B. To include items in statements you must add items to a compensation category.
- C. You cannot add items to statement definitions directly, and you cannot add items to a compensation category.
- D. You can add items to statement definitions directly, and to include items in statements you must add items to a compensation category.

Correct Answer: B

QUESTION 8

In the workforce compensation work area, the Manager's Worksheet Status is "In Approvals". What progress has the compensation manager made through a workforce compensation cycle? (Choose the best answer.)

- A. A budget was published to the manager.
- B. The manager submitted his or her worksheet for approval.
- C. The first-level manager approved the manager's worksheet.
- D. The highest-level manager or approver in the approval hierarchy approved the manager's worksheet.
- E. The manager saved some changes to his or her worksheet.

Correct Answer: C

QUESTION 9

While working on the compensation changes in an Excelworkbook, a manger selects the Upload option and then tries to immediately download the uploaded data. As a consultant, you advise him not to do so because of which reason? (Choose the best answer.)

- A. This action causes the committed data to roll back, thereby revoking the changes processed.
- B. This action causes the committed data to download immediately, thereby obscuring the error messages.
- C. 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.
- D. 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 10

A compensation manager of a corporation is setting up a new salary basis for the employees.

Which statement is true about payroll elements set up for a salary basis? (Choose the best answer.)

- A. Recruiting elements can be linked to multiple salary bases only if they are classified as earnings elements and configured to allow multiple entries in the same period.
- B. Recruiting elements can be linked to multiple salary bases only if they are classified as earnings elements, and they neednot be configured to allow multiple entries in the same period.
- C. Multiple payroll elements can be attached a salary basis.
- D. Payroll elements of any classification type can be attached to a salary basis.

Correct Answer: A

Reference:http://docs.oracle.com/cd/E25054_01/fusionapps.11111/e20376/F566541AN41D_F6.htm(payroll element and input value)

QUESTION 11

While you are setting up Stock Details, you notice that the details you entered are different from the ones showing up in system.

What could have been the possible reasons for this? (Choose the best answer.)

- A. You may have forgotten to save the changes made.
- B. Another administrator might have accessed these settings after you have saved it.
- C. Network connectivity issue may have hindered your data being sent to the server.

D. You do not have the privileges to change Stock Details.

Correct Answer: B

QUESTION 12

Which three statements are true about individual compensation plans? (Choose three.)

- A. A user's ability to access or make updates to awards in individual compensation plans may be restricted by the user's association to a Legislative Data Group.
- B. Individual compensation plans are not necessary for payment of items such as spot bonus.
- C. Individual compensation plans are necessary for payment of items such as spot bonus.
- D. Workers are individual compensation plans to manage their own contributions to charitable or savings plans.
- E. Individual compensation plans define compensation that managers can award to individual workers outside of the regular compensation cycle, such as spot bonus or education reimbursement.

Correct Answer: CDE

Reference: https://docs.oracle.com/cd/E37017_01/fusionapps.1115/e20376/F668086AN4E_C23.htm (individual compensation plans: explained)

QUESTION 13

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 14

What happens if eligibility requirements are different for components than they are for a plan? (Choose the best answer.)

- A. Component-level eligibility is ignored and a warning is reported.
- B. Plan-level eligibility is evaluated before component-level eligibility.
- C. Component-level eligibility is evaluated before plan-level eligibility.

- D. This is not possible. Component-level eligibility is always identical to plan-level eligibility.
- E. Plan-level eligibility is ignored and a warning is reported.

Correct Answer: B

QUESTION 15

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

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