



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

Oracle Compensation Cloud 2020 Implementation Essentials

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QUESTION 1

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

QUESTION 2

Which alert is advised to be disabled when you are using HCM co-existence between Oracle PeopleSoft HCM and Oracle Fusion Compensation? (Choose the best answer.)

- A. Allocation exceeding target
- B. Employee termination
- C. Leave of Absence
- D. Any custom alert

Correct Answer: C

Reference: https://docs.oracle.com/cd/E37583_01/doc.1116/e22776/F387136AN11E5B.htm (see the note under worksheet)

QUESTION 3

While configuring the Budget page, which five tabs are available in Page Layout? (Choose five.)

- A. Budgeting
- B. Summary



- C. Detail table
- D. Worker List
- E. Actions
- F. Comments
- G. Information

Correct Answer: ABCDE

QUESTION 4

What are two attributes of primary element classifications? (Choose two.)

- A. They are globally applicable.
- B. They are editable.
- C. They are user defined.
- D. They are not editable.
- E. They are predefined.

Correct Answer: CD

QUESTION 5

Your customer awards three types of bonuses to its workers: Joining Bonus, Ad-hoc Bonus, and Annual Bonus. All three bonuses are awarded by using element entries. How would you configure the Compensation Statement? (Choose the best answer.)

- A. Create one Compensation Item as Bonus and specify the source type as Element Entry. Associate the three elements with the Compensation Item.
- B. Create three Compensation Items: Joining Bonus, Ad-hoc bonus, and Annual Bonus. Specify the source type as Element Entry and associate the respective elements with the respective Items.
- C. Create one Compensation Category as Bonus and specify the source type as Element Entry. Associate the three elements with the Compensation Category.
- D. Create three Compensation Categories: Joining Bonus, Ad-hoc Bonus, and Annual Bonus. Specify the source type as Element Entry and associate the respective Elements with the respective Categories.

Correct Answer: B



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