



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

Oracle Compensation Cloud 2020 Implementation Essentials

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QUESTION 1

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 2

A corporation has generated total compensation statements and all workers received their total compensation statements. As a compensation executive, you realize that some corrections are needed in the generated statements.

Which corrective action will you take? (Choose the best answer.)

- A. Educate the workers that corrections are not possible after the total compensation statements have been generated.
- B. Ignore any corrective action.
- C. Edit "Statement Definition," make the required corrections, and regenerate the total compensation statements as a newer version.
- D. Start manual changes in each worker's total compensation statement.

Correct Answer: C

QUESTION 3

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 amounts 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 4

Your client wants to offer a spot incentive bonus to hourly employees who worked 100 percent of their scheduled shift hours in a three-month period. What type of eligibility profile can you use in this case? (Choose the best answer.)

- A. Employment-criteria-based eligibility profile
- B. User-defined-criteria-based eligibility profile
- C. Derived-factor-based eligibility profile
- D. Fast-formula-based eligibility profile

Correct Answer: B

Reference: http://docs.oracle.com/cd/E15586_01/fusionapps.1111/e20379/F344193AN3294E.htm

QUESTION 5

Which two methods can be used by the compensation administrator to publish budgets? (Choose two.)

- A. Publish budgets manually.
- B. Copy budget amounts from a previous cycle.
- C. Use a model to distribute budgets.
- D. Publish budgets automatically by running the Build Model process.

Correct Answer: AC

Reference: https://docs.oracle.com/cd/E37583_01/doc.1116/e22776/F387106AN1115F.htm (initiating budgets)

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