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

Oracle Compensation Cloud 2020 Implementation Essentials

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QUESTION 1

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 need not 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.1111/e20376/F566541AN41DF6.htm (payroll element and input value)

QUESTION 2

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 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

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G. Information

Correct Answer: ABCDE

QUESTION 4

Your customer must use Grade Ladders to suit the industry in which it operates. How should you define the Grade Ladders that the customer needs? (Choose the best answer.)

A. by associating the Grade Ladders with legal entities

B. by using LDG-specific Grade Min, Max, and Mid Point rate values

C. by using Min, Max, and Mid Point rate values

D. by using steps and rate values

Correct Answer: C

QUESTION 5

As an implementation consultant, you are required to create an element for capturing the bonus awarded in the compensation cycle. Which two statements are correct regarding the input values of the element created? (Choose two.)

A. The automatically created Amount input value is identified as the primary input value.

B. No additional configuration is required to attach this element to the workforce compensation plan component.

C. You must manually mark the Amount input value as the primary input value in the Special Purpose field.

D. Element entries are created for all the input values of the element.

E. It is possible to link the same element but different input values to different components or options within the same compensation plan.

Correct Answer: AB