



# 1Z0-1049-20<sup>Q&As</sup>

Oracle Compensation Cloud 2020 Implementation Essentials

## Pass Oracle 1Z0-1049-20 Exam with 100% Guarantee

Free Download Real Questions & Answers **PDF** and **VCE** file from:

<https://www.passapply.com/1z0-1049-20.html>

100% Passing Guarantee  
100% Money Back Assurance

Following Questions and Answers are all new published by Oracle  
Official Exam Center

-  **Instant Download** After Purchase
-  **100% Money Back** Guarantee
-  **365 Days** Free Update
-  **800,000+** Satisfied Customers





### QUESTION 1

Your customer's Workforce Compensation Plan for Annual Salary Review is set up with the following dates in the Plan Cycle: 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 There is a worker with a termination date of 30-Oct-2014. When the Transfer Data to HR process is run, it fails for this worker. What should you do to successfully add the lump sum award element entries and salary adjustments? (Choose the best answer.)

- A. The worker termination date should be changed to reflect the same date as the HR Data Extraction date.
- B. The salary adjustment or lumpsum effective date must be later than the worker's payroll last standard process date.
- C. The salary adjustment or lumpsum effective date must be earlier than or equal to the worker's termination date.
- D. The salary adjustment or lumpsum must be manually calculated and added for such workers.
- E. Terminated workers should be excluded from being processed in Workforce Compensation plans.

Correct Answer: C

---

### QUESTION 2

A worker complains to the Human Resources department that the total amount does not add up to the amount of salary received in the bank. The department informs the worker that certain items that are shown in the Compensation Statement do not comprise the actual amount paid. The department now wants to make the statement more relevant to workers to avoid such situations. What should you do to accommodate this requirement? (Choose the best answer.)

- A. For each item, specify the Excluded from Gross amount option to indicate that this compensation is not the actual amount paid.
- B. For each item, specify the Estimated amount option to indicate that this compensation is not the actual amount paid.
- C. For each item, specify the Unpaid amount option to indicate that this compensation is not the actual amount paid.
- D. For each item, specify the Indicative amount option to indicate that this compensation is not the actual amount paid.

Correct Answer: B

---

### QUESTION 3

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 4

If you enable Performance Ratings and rate workers within Workforce Compensation, which two statements are true? (Choose two.)

- A. Managers can rate workers as they allocate compensation.
- B. These ratings are used across compensation plan and cycles.
- C. The ratings are transferred to the Performance Management system or to HR.
- D. You can display compensation ratings given in the previous plan cycle as a column in the worksheet.

Correct Answer: AD

---

#### QUESTION 5

When a manager clicks the "Prepare in workbook" option, while processing compensation changes, what population would she or he see in the exported Excel spreadsheet? (Choose the best answer.)

- A. Budget sheet population
- B. Worksheet population
- C. Entire organization's population under that manager
- D. Direct Reports
- E. The filtered population

Correct Answer: B

Reference: <https://docs.oracle.com/cloud/latest/common/FACMC.pdf> (page 18, last topic, last sentence)

[Latest 1Z0-1049-20 Dumps](#)

[1Z0-1049-20 VCE Dumps](#)

[1Z0-1049-20 Exam Questions](#)