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

Oracle Compensation Cloud 2020 Implementation Essentials

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QUESTION 1

Per your client\\'s policy on eligibility for a compensation revision cycle, employees who are in a notice period are not eligible. A particular manager is currently in a notice period, but his direct reports are still eligible for the compensation cycle. You observe that the system allows that manager to administer compensation for his direct reports. You research this and find out that manager is still allowed to carry out the compensation allocation because his Eligibility Status is _____. (Choose the best answer.)

A. Eligible

B. Ineligible

C. Restricted

D. Limited

E. Provisional

Correct Answer: C

QUESTION 2

A corporation has implemented Oracle Fusion Workforce Compensation. A Salary basis has been created to manage employees\\' salaries. It has a payroll element attached. As part of the Salary changes, when the compensation manager is trying to update the Salary amounts, the same is not reflecting in the payroll elements entries of the employee. Identify the two possible causes for the issue. (Choose two.)

A. Automatic entry is checked for the payroll element used.

B. Automatic entry is checked at the element eligibility link for the payroll element used.

C. Salary basis is configured to be non-updatable.

D. No components are defined to handle these salary adjustments.

Correct Answer: AC

QUESTION 3

What happens when you define Workforce Compensation Plan components but the employees to whom the compensation change is being administered does not have any component in his or her salary? (Choose the best answer.)

A. The sum of all components identified to be posted as salary is posted as a single salary adjustment amount to the employee\\'s salary record.

B. The first component is automatically mapped to the salary and the amount associated with this component is posted as a salary adjustment to the employee record.

C. The last component is automatically mapped to the salary and the amount associated with this component is posted as a salary adjustment to the employee record.

D. The component adjustment is not posted as a salary adjustment to the employee\'s record. While designing the compensation plan, it has to be kept in mind that the plan components must have a direct mapping with the employee\'s salary components.

Correct Answer: C

QUESTION 4

An Organization tracks compensation that is not stored in the Benefit Balance, Element Entry, External Data, and Payroll Balance source types. Which three statements are true about configuring Compensation Items for a Compensation Statement? (Choose three.)

A. Currency can be used as Context when implementing the source type for such Items.

B. Effective Date can be used as Context when implementing the source type for such Items.

C. Legislative Data Group ID can be used as Context when implementing the source type for such Items.

D. Manager ID can be used as Context when implementing the source type for such Items.

E. Person ID can be used as Context when implementing the source type for such Items.

Correct Answer: ABC

QUESTION 5

Identify the delivered workflow task for variable allocation approvals that has no rules. (Choose the best answer.)

A. VariableAllocationTask

B. VariableApprovalTask

C. VariableAllocationFYITask

D. VariableApprovalFYITask

E. VariableContributionTask

Correct Answer: D

None of the FYI approval workflow tasks have rules. The non-FYI workflow tasks are configured such that if the rule applies, then the notification is routed using the Supervisory list builder and response is required.