



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

Oracle Compensation Cloud 2020 Implementation Essentials

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QUESTION 1

As compensation manager, you are generating a total compensation statement for a corporation. Which two options are mandatory to be used as inputs while generating the total compensation statement? (Choose two.)

- A. Statement Definition Name
- B. Statement Period
- C. Legal Employer
- D. Compensation Category

Correct Answer: BD

QUESTION 2

Your customer has standard working hours = 40 hours per week. An employee has the following salary basis setup: Working hours = 32 hours per week Base pay = 20 USD per hour What will be the employee's Annual Salary and Annualized full-time salary? (Choose the best answer.)

- A. Annual Salary = 32280, Annualization Salary = 41600
- B. Annual Salary = 52000, Annualization Salary = 41600
- C. Annual Salary = 41600, Annualization Salary = 41600
- D. Annual Salary = 32280, Annualization Salary = 52000

Correct Answer: C

Reference: https://docs.oracle.com/cd/E60665_01/common/FAIWC/F1443869AN18796.htm#F1098224AN1983

QUESTION 3

As an implementation consultant, you are required to create an element that is applicable only to a set of employees who are in the Production department and who are on weekly payrolls. What is the correct configuration to meet this requirement? (Choose the best answer.)

- A. Create Element Eligibility with the Legal Employer and Payroll Statutory Unit parameters.
- B. Create an element without defining Element Eligibility.
- C. Create Element Eligibility with the Grade and Position parameters.
- D. Create Element Eligibility with the department and specific payroll parameters.

Correct Answer: A



QUESTION 4

A corporation implemented Fusion Compensation and wants to validate the salaries with the setup. Select the two options that are true about validation setup. (Choose two.)

- A. Using grade rate validation, a warning message can be generated when the new or adjusted salary is outside the range of salary configured in the grade rate attached to the salary basis.
- B. Using grade rate validation, approval can be prevented when the new or adjusted salary is outside the range of salary configured in the grade rate attached to salary basis.
- C. Using either a formula at the element level or criteria at the element link level, a warning message can be generated when a new or adjusted salary does not pass the configured validation.
- D. Using either a formula at the element level or criteria at the element link level, approval can be prevented when the new or adjusted salary does not pass the configured validation.

Correct Answer: AD

QUESTION 5

As an implementation consultant, you have defined a total compensation statement. From a security perspective, you are required to identify a key user who will have access to view the total compensation statement.

Which role is mandatory to view the compensation statement? (Choose the best answer.)

- A. Compensation Analyst
- B. Compensation Executive
- C. Compensation Specialist
- D. Compensation Manager

Correct Answer: A

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