



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

Oracle Compensation Cloud 2020 Implementation Essentials

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QUESTION 1

What is the relationship between Net Pay and Earnings? (Choose the best answer.)

- A. Net Pay is a calculated balance that is the sum of standard earnings and supplemental earnings minus all the deductions calculated for the run.
- B. Net Pay is a calculated balance that is standard earnings minus all the deductions calculated for the run.
- C. Net Pay is a calculated balance that is the sum of standard earnings and supplemental earnings for the run.
- D. Net Pay is a calculated balance that is the sum of standard earnings and supplemental earnings minus all the non-voluntary deductions calculated for the run.

Correct Answer: A

Reference: https://docs.oracle.com/cd/E37583_01/fusionapps.1116/e20379/F720777AN425A7.htm (remuneration)

QUESTION 2

A corporation started giving performance bonuses to eligible employees on a monthly basis. As a compensation administrator, you are required to display performance bonuses with similar or related compensation items.

How will you configure this requirement in the Fusion application? (Choose the best answer.)

- A. Attach performance bonuses to similar compensation items.
- B. Attach performance bonuses to similar compensation categories/subcategories.
- C. Attach performance bonuses to similar elements.
- D. Attach performance bonuses to similar sources.

Correct Answer: B

QUESTION 3

The compensation administrator wants to run the batch process to administer the compensation cycle. Which are the four valid batch processes in terms of the compensation module? (Choose four.)

- A. Start Workforce Compensation Cycle
- B. Refresh Workforce Compensation Data
- C. Transfer Workforce Compensation Data to HR
- D. Adjust Workforce Compensation Enrollment Window



E. Back Out Workforce Compensation Data

F. Evaluate Workforce Compensation Participation

Correct Answer: ABCE

Reference: <https://docs.oracle.com/cloud/latest/common/FAIWC.pdf>

QUESTION 4

Which item is false regarding plan access? (Choose the best answer.)

- A. Compensation administrators have access to all plan configuration tasks for all plans.
- B. Compensation managers have access to the budget sheet and worksheets for all plans and employee administration tasks.
- C. A compensation administrator's general access cannot be overridden.
- D. A compensation administrator's general access can be overridden using roles.

Correct Answer: C

Reference: https://docs.oracle.com/cd/E37583_01/doc.1116/e22776/F387136AN11E5B.htm (plan foundation, second bullet)

QUESTION 5

A corporation implemented Oracle Fusion Core HR on a three-tier model with Multiple Employment Terms with Multiple Assignments as the employment model. An employee of the corporation has multiple assignments and multiple employment terms on different payroll frequencies. What kind of salary basis must be associated with the employee? (Choose the best answer.)

- A. A different salary basis associated with each assignment or employment term.
- B. One salary basis for all assignments and employment terms
- C. One salary basis for each assignment and one of them can be used for the employment terms
- D. One salary basis for each employment terms and one of them can be used for assignment

Correct Answer: D

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