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

Oracle Compensation Cloud 2020 Implementation Essentials

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QUESTION 1

A corporation implemented Fusion Compensation and must run a compensation cycle. The corporation

has seven different active components in the salary basis. Salaries of all the employees must be updated

in bulk mode.

Which statement is true about the bulk update using Integrated Workbook? (Choose the best answer.)

A. Integrated Workbook can be used to update all the seven components.

B. Only the first four active components will be loaded at a time by Integrated Workbook.

C. Only the first five active components will be loaded at a time by Integrated Workbook.

D. Only the first six active components will be loaded at a time by Integrated Workbook.

Correct Answer: C

QUESTION 2

As compensation manager, you are creating a Salary and Bonus earnings compensation item to define a total
compensation statement. Per system requirements, you must select an appropriate source type to show the correct
information on the statement. Select the correct "Source Type". (Choose the best answer.)

A. Salary Basis

B. Benefit Balance

C. Payroll Element

D. Formula

Correct Answer: A

QUESTION 3

As an implementation consultant, you are required to define a total compensation statement. You are creating the
compensation items for Salary, Merit Increase, and so on. Identify one set of values that Compensation Items can hold.
(Choose the best answer.)

A. Monetary, Nonmonetary, Date, Text

B. Monetary, Nonmonetary, Timestamp, Text

C. Monetary, Timestamp, Boolean

D. Monetary, Nonmonetary, Date, Boolean

Correct Answer: B

Reference: https://docs.oracle.com/cd/E37583_01/doc.1116/e22776/F387366AN19E05.htm

QUESTION 4

The compensation administrator has configured an Annual Salary Review plan that is linked to the performance of employees so that the annual increment amount is based on the rating that an employee has received in the performance evaluation. The percentages are fixed for each of the ratings by using the dynamic column. All the managers have completed updating the worksheet and the information has been transferred to HR by running the Transfer Workforce Compensation Data to HR process. After this, the compensation administrator realizes that the increment percentages for each of the ratings used in the dynamic column were incorrect. Now each of these incorrect salary records should be deleted and new correct salary record entries should be made for the employees in Manage Salary. How should you accomplish this? (Choose the best answer.)

A. Change the plan status to Inactivate and create a new compensation plan with correct percentage increase for each of the ratings.

B. Correct the percentage increase for each of the ratings, run the Refresh Workforce Compensation Data process, and return the same compensation plan.

C. Run the Back Out Workforce Compensation Data process, run the Refresh Workforce Compensation Data process, return the same compensation plan, and then transfer the data to HR.

D. Run the Back Out Workforce Compensation Data process, correct the percentage increase for each of the ratings, run the Refresh Workforce Compensation Data process, and rerun the same compensation plan.

E. Run the Back Out Workforce Compensation Data process, correct the percentage increase for each of the ratings, run the Refresh Workforce Compensation Data process, and rerun the same compensation plan. Finally transfer the data to HR.

Correct Answer: A

QUESTION 5

A corporation has implemented Oracle Fusion Workforce Compensation for a manufacturing client. Which is the building block used in the calculation of deductions and exemptions? (Choose the best answer.)

A. Deduction ranges

B. Deduction range group

C. Deduction range Values

D. Deduction overrides

Correct Answer: A