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Oracle Compensation Cloud 2020 Implementation Essentials

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QUESTION 1

A corporation is implementing Oracle Fusion Workforce Compensation and needs to set up compensation history.

Identify the three correct options regarding the various compensations shown in the history. (Choose three.)

- A. Compensation history displays six categories of compensation.
- B. Compensation history automatically retrieves salary and stock-related information. The Recruiting payments and other categories have to be added manually.
- C. Compensation history shows one-time payments in other compensation and allowances paid regularly in recruiting payments.
- D. The summary in the compensation history shows the data for only five years.

Correct Answer: BCD

QUESTION 2

While configuring Workforce Compensation Plan, you specify Performance Rating date in Plan Cycle as the same in multiple plans.

What will happen when the manager updates a compensation performance rating in the worksheet of one plan? (Choose the best answer.)

- A. The rating will be available to only the plan where it is updated.
- B. The rating will be available to all plans that are currently active.
- C. The rating will be available to all plans with the same Performance Rating date in Plan Cycle.
- D. The rating will be available to only the plans where the same manager is involved.

Correct Answer: B

QUESTION 3

You want to use the Workforce Compensation Budget pool for a workforce compensation plan. Select the tasks to be performed, in the correct sequence. (Choose the best answer.)

- A. Configure the workforce compensation budget pool, Configure the workforce compensation plan details, Run the Start Compensation Cycle process, Create the workforce compensation plan, Create at least one worksheet compensation component and associate the budget pool with it.



B. Create the workforce compensation plan, Configure the workforce compensation budget pool, Configure the workforce compensation plan details, Create at least one worksheet compensation component and associate the budget pool with it, Run the Start Compensation Cycle process

C. Create the workforce compensation plan, Configure the workforce compensation plan details, Configure the workforce compensation budget pool, Create at least one worksheet compensation component and associate the budget pool with it, Run the Start Compensation Cycle process.

D. Create the workforce compensation plan, Configure the workforce compensation budget pool, Create at least one worksheet compensation component and associate the budget pool with it, Configure the workforce compensation plan details, Run the Start Compensation Cycle process.

E. Run the Start Compensation Cycle process, Create the workforce compensation plan, Configure the workforce compensation budget pool, Create at least one worksheet compensation component and associate the budget pool with it, Configure the workforce compensation plan details.

Correct Answer: C

Reference: https://docs.oracle.com/cd/E60665_01/common/FACMC/F1441437AN11CE2.htm#F830583AN12663
(tracking off-cycle compensation against a budget: procedure)

QUESTION 4

A corporation is implementing Oracle Fusion Workforce Compensation and needs to set up the following

for all employees:

Salary paid based on the grades of employees.

Car allowance paid based on the department and position.

Spot bonus paid based on a committee's decision.

Identify the correct option for the setup. (Choose the best answer.)

A. Set up a salary basis for "Salary" and associate a grade rate matrix and the payroll element to it. Set up individual compensation plans for the car allowance and spot bonus, and restrict the access to line manager and HR specialist respectively. Additionally, add an eligibility profile to the car allowance to restrict it to specific departments and positions.

B. Set up a salary basis for "Salary" and associate a grade rate matrix to it, and add a car allowance and spot bonus as components for the salary basis along with Salary. Attach the required payroll elements to the salary. Have salary validations to restrict access and payment for specific departments and positions.

C. Set up an individual compensation plan with all three options. Add the required payroll elements and add restriction based on eligibility profiles and plan access.

D. Set up Salary and the spot bonus as two salary bases, because there are no eligibility restrictions. Set up the car allowance as an individual compensation plan. Add the required payroll elements and add eligibility profiles for the car allowance for specific departments and positions.

Correct Answer: D

**QUESTION 5**

Your client has a requirement where work-at-home assignments are not eligible for an employee compensation revision cycle. To facilitate capturing work-at-home assignment, you have created a custom column and associated a List of Values (LOV) with values "Yes" and "No". Now you wish to create an eligibility profile around this. Which is the correct option? (Choose the best answer.)

- A. User-defined-criteria-based eligibility profile on "Work-at-home" and value = "Yes" with exclude option selected
- B. User-defined-criteria-based eligibility profile on "Work-at-home" and value = "Yes" with exclude option deselected
- C. User-defined-criteria-based eligibility profile on "Work-at-home" and value = "No" with exclude option selected
- D. Derived-factor-based eligibility profile based on the "Work-at-home" column

Correct Answer: A

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