



# 1Z0-1049-20<sup>Q&As</sup>

Oracle Compensation Cloud 2020 Implementation Essentials

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### QUESTION 1

Your customer's compensation has an itemized structure. The company wants to increase the Cost of Living allowance of the employees living in the New Jersey area by 3% to compensate for the increased living costs there. Which feature of Oracle Fusion Workforce Compensation can be used to achieve this? (Choose the best answer.)

- A. Budget Pools
- B. Plan Eligibility
- C. Salary Component
- D. Action and Action Reasons
- E. Plan Access

Correct Answer: C

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### QUESTION 2

What happens if you include ineligible workers on the worksheet? (Choose the best answer.)

- A. It displays ineligible workers but managers can allocate compensation, promote workers, and rate worker performance.
- B. It displays ineligible workers but managers cannot allocate compensation, promote workers, or rate worker performance.
- C. It does not display ineligible workers and managers cannot allocate compensation, promote workers, or rate worker performance.
- D. It does not display ineligible workers but managers can allocate compensation, promote workers, or rate worker performance.

Correct Answer: B

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### QUESTION 3

Employee X was hired on 5 March 2014 as a Web Designer and was reporting to Manager Y. On 10 September 2014, this employee was transferred to Manager Z to work as an Online Campaign designer. The company where Employee X works is doing a compensation cycle for the current year starting 1 October 2014. The employee record set up in the plan setting is "Employment terms," while the Legal Employer of Employee X uses a two-tier model. On which manager's worksheet does Employee X appear? (Choose the best answer.)

- A. Manager Y, because this is the original manager of Employee X.
- B. Manager Z, because this is the current manager to whom Employee X is reporting.
- C. Both Manager Y and Manager Z, because he has worked under both of them during the current cycle.
- D. Employee X does not appear on any manager's sheet, because he will not be evaluated by the compensation plan.



Correct Answer: D

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#### QUESTION 4

Your customer's company spans multiple countries. It follows a global salary increase process in the month of May and awards bonuses twice a year in the month of June and December for workers who are employed in various countries. As an implementation consultant, you must define Statement Periods for the Compensation Statement. Which three options will you consider? (Choose three.)

- A. an optional welcome message
- B. the conversion rate date for currency conversions
- C. the date that statements become available to workers
- D. the date when bonus is awarded to workers
- E. the date when merit increases are awarded to workers

Correct Answer: ACD

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#### QUESTION 5

After the compensation plan was configured, the Validate Plan Setup process was run successfully with no warnings or errors. However, when the worksheet is accessed by a Line Manager, the Line Manager notices that employees who are ineligible are also visible in the worksheet despite running the Validate Plan Setup process. What is the reason for this? (Choose the best answer.)

- A. The Validate Plan Setup process does not validate eligibility profiles.
- B. The compensation administrator did not run the Validate Plan Setup process and run the Start Compensation Cycle process instead.
- C. The Validate Plan Setup process failed to report errors from the eligibility profiles.
- D. The Validate Plan Setup process showed a warning about errors on the eligibility profiles, which was ignored by the compensation administrator.

Correct Answer: B

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