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

Oracle Compensation Cloud 2020 Implementation Essentials

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QUESTION 1

Your customer provides compensation such as salary, bonus earnings (paid twice a year), commissions, stock options, and company-paid taxes to its workers. The customer wants you to implement Compensation Statements with graphs. Which three values of the graph column will you exclude? (Choose three.)

A. Dates

B. Monetary Values

C. more than one nonmonetary unit of measure

D. Non Monetary Values

E. Text

Correct Answer: ADE

QUESTION 2

A corporation is implementing Oracle Fusion Workforce Compensation and must set up salary bases.

Employees are assigned different grades within the organization and the salaries are dependent on the

grades.

What is the correct way to set up the salary bases? (Choose the best answer.)

A. Set up different salary bases for different grades with the same payroll element. The frequency of both salary basis and the grade rate should match.

B. Set up different salary bases for different grades and different payroll elements, because the payroll element can be attached to only one salary basis. The frequency of both salary basis and grade rate should match.

C. Set up different salary bases for different grades with the same payroll element. The frequency of both salary basis and grade rate need not match.

D. Set up different salary bases for different grades and different payroll elements, because the payroll element can be attached to only one salary basis. The frequency of both salary basis and grade rate need not match.

Correct Answer: B

QUESTION 3

Your Workforce Compensation Plan has the following Plan Cycle setup: Evaluation Period Start Date: 1-Jan-2014 Evaluation Period End Date: 31-Dec-2014 Worksheet Update Period Start Date: 1-Jan-2014 Worksheet Update Period End Date: 31-Dec-2014 HR Data Extraction: 31-Dec-2014 Eligibility Determination Date: 31-Dec-2014 Worksheet Update Period Start Date: 1-Nov-2014 Worksheet Update Period End Date: 31-Jan-2015 Due to reorganization in the month of December 2014, the Marketing department was split into two new departments: Branding and Communications, which resulted in transfers of many employees from one manager to another. You, as the compensation administrator, are required to ensure that all the relevant organizational changes are included in the

Compensation Worksheet.

What would you have to do to accomplish this? (Choose the best answer.)

A. Schedule the Refresh Workforce Compensation Data process nightly to ensure that line managers see the most current data, including the recent transfers and other employment changes.

B. Run the Refresh Workforce Compensation Data process on 1-Nov-2014 because that is the date when line managers start updating the worksheet.

C. Validate Plan Setup to ensure that all HR Data updates are accounted in the worksheet.

D. Run the Back Out Workforce Compensation Data process with the "Full back out" option.

Correct Answer: A

QUESTION 4

The compensation administrator wants to run Purge Workforce Compensation Data for one of the past compensation plans because the transaction data from that period is not required anymore. However, the compensation administrator does not get the option to include the said plan. What is the reason for this? (Choose the best answer.)

A. Purge Workforce Compensation Data cannot be run because the Transfer Workforce Compensation Data to HR process has already been run and compensation data transferred to HR.

B. Purge Workforce Compensation Data can be run only for compensation plans with Inactive status.

C. Purge Workforce Compensation Data can be run only after Back Out Workforce Compensation Data is run with the "Full Back Out" option.

D. Purge Workforce Compensation Data can be run only for compensation plans that are valid for the future.

Correct Answer: C

QUESTION 5

You can use predefined alerts to notify managers about issues on the worksheet that need their attention. Which four predefined alerts are available? (Choose four.)

A. Salary changed in HR

B. Allocation outside target range

C. Grade changed in HR

D. Job changed in HR

E. Worker was terminated

F. Worker is on long-term leave

Correct Answer: ABCE

Reference: https://docs.oracle.com/cd/E37583_01/doc.1116/e22776/F387136AN11E5B.htm (predefined alerts)