



# 1Z0-1049-22<sup>Q&As</sup>

Oracle Compensation Cloud 2022 Implementation Professional

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### QUESTION 1

Your customer has standard working hours = 40 hours per week. An employee has the following salary basis setup:

Working hours = 32 hours per week Base pay = 20 USD per hour

What will be the employee's Annual Salary and Annualized full-time salary? (Choose the best answer.)

- A. Annual Salary = 32280, Annualization Salary = 41600
- B. Annual Salary = 52000, Annualization Salary = 41600
- C. Annual Salary = 41600, Annualization Salary = 41600
- D. Annual Salary = 32280, Annualization Salary = 52000

Correct Answer: C

Reference: [https://docs.oracle.com/cd/E60665\\_01/common/FAIWC/F1443869AN18796.htm](https://docs.oracle.com/cd/E60665_01/common/FAIWC/F1443869AN18796.htm) #F1098224AN19838

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### QUESTION 2

A corporation has set up an individual compensation plan for a contribution towards a retirement benefit. This contribution must be approved by the four-level manager hierarchy.

Identify all the four builders that support a restriction for the number of levels. (Choose four.)

- A. Management Chain
- B. Supervisory
- C. Position
- D. Job Level
- E. Resource
- F. Department Level

Correct Answer: BDEF

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### QUESTION 3

Which is the correct priority of deduction information from highest to lowest? (Choose the best answer.)

- A. 1. Personal deduction card (payroll relationship level). 2. Tax reporting unit deduction card. 3. Payroll statutory unit deduction card. 4. Payroll deduction range values (legislative data group level).
- B. 1. Personal deduction card (payroll relationship level). 2. Payroll statutory unit deduction card. 3. Tax reporting unit



deduction card. 4. Payroll deduction range values (legislative data group level).

C. 1. Payroll statutory unit deduction card. 2. Tax reporting unit deduction card. 3. Payroll deduction range values (legislative data group level) 4. Personal deduction card (payroll relationship level).

D. 1. Personal deduction card (payroll relationship level). 2. Payroll deduction range values (legislative data group level) 4. Payroll statutory unit deduction card. 4. Tax reporting unit deduction card.

Correct Answer: A

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#### QUESTION 4

Your client is a consumer goods wholesaler. The client's organization has five departments. While performing compensation budgeting activity, the client has a policy that the departments that have exceeded their sales targets receive an additional budget to reward the employees in that department. In the current year, only the Electronics department has exceeded its sales target.

How would the compensation manager allocate the extra budget to the manager of the Electronics Department? (Choose the best answer.)

A. Publish the original budgets to all managers, followed by publishing the extra budget to only the manager of the Electronics department.

B. Create a separate compensation plan for Electronics department employees and publish the extra budget to the manager of the department.

C. Initiate budgets automatically by using the Start Compensation Cycle process.

D. Request excess budget allocation from the manager above him.

Correct Answer: A

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#### QUESTION 5

A corporation implemented Oracle Fusion Workforce Compensation. A Salary Basis has been created and attached to the workers and a Compensation cycle has been run. The corporation now wants to use a different Grade rate for the salary basis.

Which option is true? (Choose the best answer.)

A. After the salary basis is associated with any worker, you cannot delete it or modify any characteristic. Therefore, a new Salary Basis must be created with a new Grade rate.

B. A new Grade rate can be created and the Salary basis can be modified to include it.

C. No new Grade rate can be created.

D. The salary of an employee is based on the grade to which the employee is assigned. Therefore, nothing has to be changed at the salary basis level once it has been created. Employee data must be modified to reflect the new grade.

Correct Answer: D

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