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Oracle Compensation Cloud 2022 Implementation Professional

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QUESTION 1

Identify the three choices available when configuring approvals. (Choose three.)

- A. Approval mode
- B. Submit mode
- C. Alternate approver hierarchy
- D. Auto Approval

Correct Answer: ABC

Reference: <http://www.oracle.com/technetwork/fusion-apps/compensationmanagement-e22776-021514585.pdf>(p.45)

QUESTION 2

As an implementation consultant, you are required to create an element that is applicable only to a set of employees who are in the Production department and who are on weekly payrolls.

What is the correct configuration to meet this requirement? (Choose the best answer.)

- A. Create Element Eligibility with the Legal Employer and Payroll Statutory Unit parameters.
- B. Create an element without defining Element Eligibility.
- C. Create Element Eligibility with the Grade and Position parameters.
- D. Create Element Eligibility with the department and specific payroll parameters.

Correct Answer: A

QUESTION 3

Which three statements are true about individual compensation plans? (Choose three.)

- A. A user's ability to access or make updates to awards in individual compensation plans may be restricted by the user's association to a Legislative Data Group.
- B. Individual compensation plans are not necessary for payment of items such as spot bonus.
- C. Individual compensation plans are necessary for payment of items such as spot bonus.
- D. Workers are individual compensation plans to manage their own contributions to charitable or savings plans.
- E. Individual compensation plans define compensation that managers can award to individual workers outside of the regular compensation cycle, such as spot bonus or education reimbursement.

Correct Answer: CDE



Reference: https://docs.oracle.com/cd/E37017_01/fusionapps.1115/e20376/F668086AN4E_C23.htm (individual compensation plans: explained)

QUESTION 4

Which item is false regarding plan access? (Choose the best answer.)

- A. Compensation administrators have access to all plan configuration tasks for all plans.
- B. Compensation managers have access to the budget sheet and worksheets for all plans and employee administration tasks.
- C. A compensation administrator's general access cannot be overridden.
- D. A compensation administrator's general access can be overridden using roles.

Correct Answer: C

Reference: https://docs.oracle.com/cd/E37583_01/doc.1116/e22776/F387136AN11E5B.htm (plan foundation, second bullet)

QUESTION 5

You are configuring a work-administered individual compensation plan where your workers can enroll in the plan anytime during the year, but can discontinue their contributions only in the month of March each year. How should you achieve this? (Choose the best answer.)

- A. Select specific HR actions such as transfer, promotion, and new hire for the plan with access level for each action allowed during a specific period.
- B. Do not select any additional actions other than Manage Contributions with access level as Create: Always allowed; Update: Allowed during a specified period; Discontinuing: Never allowed.
- C. Make the plan available for all actions in the list with access level for each action Always allowed.
- D. Do not select any additional actions other than Manage Contributions with access level for each action as Create: Always allowed; Update: Never allowed; Discontinuing: Allowed during a specified period.

Correct Answer: D

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