



1Z0-1049-22^{Q&As}

Oracle Compensation Cloud 2022 Implementation Professional

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QUESTION 1

While administering compensation, the managers in the organization want to first allocate compensation to the outstanding performers with compa-ratio less than 80 and, therefore, want to view only this population. How would you, as a consultant, help the managers to achieve this? (Choose the best answer.)

- A. Use the Advanced Filter option in the worksheet to create a custom condition.
- B. Control the population by using eligibility profiles.
- C. Use the sort feature in the worksheet to control this.
- D. This cannot be done once the population is finalized and the compensation cycle is started.

Correct Answer: A

QUESTION 2

A corporation is implementing Oracle Fusion Workforce Compensation. Different currencies are set at the Legislative Data Group level, the Organization payment level, the Bank account level, and the payroll element level.

The currency shown while configuring salary basis comes from which level? (Choose the best answer.)

- A. From the input value of the payroll element
- B. From the Legislative Data Group level, because that is the highest level in the hierarchy.
- C. From the Organization payment level, because the compensation is finally paid through this
- D. From the Bank account level

Correct Answer: B

QUESTION 3

In the workforce compensation work area, the Manager's Worksheet Status is "In Approvals". What progress has the compensation manager made through a workforce compensation cycle? (Choose the best answer.)

- A. A budget was published to the manager.
- B. The manager submitted his or her worksheet for approval.
- C. The first-level manager approved the manager's worksheet.
- D. The highest-level manager or approver in the approval hierarchy approved the manager's worksheet.
- E. The manager saved some changes to his or her worksheet.

Correct Answer: C



QUESTION 4

Your customer awards three types of bonuses to its workers: Joining Bonus, Ad-hoc Bonus, and Annual Bonus. All three bonuses are awarded by using element entries.

How would you configure the Compensation Statement? (Choose the best answer.)

- A. Create one Compensation Item as Bonus and specify the source type as Element Entry. Associate the three elements with the Compensation Item.
- B. Create three Compensation Items: Joining Bonus, Ad-hoc bonus, and Annual Bonus. Specify the source type as Element Entry and associate the respective elements with the respective Items.
- C. Create one Compensation Category as Bonus and specify the source type as Element Entry. Associate the three elements with the Compensation Category.
- D. Create three Compensation Categories: Joining Bonus, Ad-hoc Bonus, and Annual Bonus. Specify the source type as Element Entry and associate the respective Elements with the respective Categories.

Correct Answer: B

QUESTION 5

A corporation has implemented Oracle Fusion Workforce Compensation. As a Fusion consultant, you are required to set up the Deductions options.

If Deduction cards are supported at multiple levels, which task in the Setup and Maintenance Work area is used to create deduction card overrides at the Payroll Statutory Unit level? (Choose the best answer.)

- A. Manage Legal Reporting Unit Deduction Records
- B. Manage Legal Entity Deduction Records
- C. Manage Payroll Deductions
- D. Manage Personal Deductions

Correct Answer: A

Use the Manage Personal Deductions task in the Payroll Calculations or Payroll Administration work area to create deduction card overrides at the payroll relationship level. If overrides are allowed, the Overrides Allowed on Deduction Cards tab appears in the Component Details section of the Manage Deduction Cards page when you select a deduction component. Click Create to define an override. The override value you enter varies based on the type of override item defined in the deduction range, as described in the previous section. For example, you may enter a rate to be used in the deduction calculation or an amount to be added to the calculated amount. If your localization supports deduction cards at multiple levels, use the Manage Legal Entity Deduction Records task in the Setup and Maintenance work area to create deduction card overrides at the payroll statutory unit level. Use the Manage Legal Reporting Unit Deduction Records task in the Setup and Maintenance work area to create deduction card overrides at the tax reporting unit level.



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