



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

Oracle Compensation Cloud 2022 Implementation Professional





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QUESTION 1

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 2

What happens if eligibility requirements are different for components than they are for a plan? (Choose the best answer.)

- A. Component-level eligibility is ignored and a warning is reported.
- B. Plan-level eligibility is evaluated before component-level eligibility.
- C. Component-level eligibility is evaluated before plan-level eligibility.
- D. This is not possible. Component-level eligibility is always identical to plan-level eligibility.
- E. Plan-level eligibility is ignored and a warning is reported.

Correct Answer: B

QUESTION 3

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 ManagePersonal 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.

QUESTION 4

Contingent workers are ineligible as per the eligibility rules defined for your organization's compensation plan. The compensation plan cycle is started. As is the standard practice, the compensation administrator schedules the "Refresh Workforce Compensation Data" nightly. A worker who was a contingent worker is now an employee of the organization and the next day shows up in Manager's worksheet. How is this possible? (Choose the best answer.)

- A. Track Ineligible Workers is selected in the compensation plan.
- B. Show Ineligible Workers is selected in the compensation plan.
- C. Hide Ineligible Workers is selected in the compensation plan.
- D. Process IneligibleWorkers is selected in the compensation plan.

Correct Answer: D

QUESTION 5

A corporation has implemented Oracle Fusion Workforce Compensation for a manufacturing client. Which is the building block used in the calculation of deductions and exemptions? (Choose the best answer.)

- A. Deduction ranges
- B. Deduction range group
- C. Deduction range Values
- D. Deduction overrides

Correct Answer: A

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