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

Oracle Compensation Cloud 2020 Implementation Essentials

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QUESTION 1

Your customer wants to give its employees a way to donate to charity. This donation could be started anytime in the year and can be updated or stopped only during the month of September. Identify the correct set of plan restriction to achieve the desired results. (Choose the best answer.)

A. The individual compensation plan must be set up with "NO" for plan access restriction.

B. The individual compensation plan must be set up with the following restrictions: New Allocations: Always Update Allocations: Specific period Sep 1– Sep 30 Withdraw Allocations: Specific period Sep 1 – Sep 30

C. The individual compensation plan must be set up with the following restrictions: Create Allocations: Always Update Allocations: Specific period Sep 1 – Sep 30 Discontinue Allocations: Specific period Sep 1 – Sep 30

D. The individual compensation plan must be set up with the following restrictions: New Allocations: Always Update Allocations: Specific period Sep 1–Sep 30 Discontinue Allocations: Specific period Sep 1 – Sep 30

Correct Answer: B

QUESTION 2

When initiating an award, what is correct regarding possible workflow tasks? (Choose the best answer.)

A. You may use either VariableAllocationTask and VarialbeAllocationFYITask

B. You must use VariableAllocationTask and not VariableAllocationFYITask.

C. You must use VariableAllocationFYITask and not VariableAllocationTask.

D. You must use VariableAllocationTask and edit the rules if using only for notification.

Correct Answer: C

QUESTION 3

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 4

Which four tasks are part of Worksheet Configuration Options? (Choose four.)

A. Models

B. Components

C. Performance ratings

D. Compensation change statements

E. Alerts

F. Plan cycles

Correct Answer: BCDE

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

QUESTION 5

A corporation has implemented Oracle Fusion Workforce Compensation. Per business requirements, the Fusion consultant must integrate Oracle Fusion Workforce Compensation with Oracle Fusion Benefits to fetch the value of Benefits Amount as one of the input values for the Benefit element to get the eligible salary of an employee for the compensation process. Identify the option that will enable fetching of the Benefits Amount value. (Choose the best answer.)

A. Select the "Allow User Entry" and "Create a Database Item" check boxes for the element input value.

B. Database items are created by default for the element input values.

C. Select "Pay Separately" as the "Special Purpose" option.

D. Create an "Amount" input value at the element eligibility link level.

Correct Answer: A

QUESTION 6

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

QUESTION 7

As an implementation consultant, you have created compensation items for the total compensation statement but have not attached them to compensation categories. In this situation, which statement is correct? (Choose the best answer.)

A. You can add items to statement definitions directly.

B. To include items in statements you must add items to a compensation category.

C. You cannot add items to statement definitions directly, and you cannot add items to a compensation category.

D. You can add items to statement definitions directly, and to include items in statements you must add items to a compensation category.

Correct Answer: B

QUESTION 8

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/F668086AN4EC23.htm (individual compensation plans: explained)

QUESTION 9

A corporation has implemented Oracle Fusion Workforce Compensation. A Salary basis has been created to manage employees\' salaries. It has a payroll element attached. As part of the Salary changes, when the compensation manager is trying to update the Salary amounts, the same is not reflecting in the payroll elements entries of the employee. Identify the two possible causes for the issue. (Choose two.)

A. Automatic entry is checked for the payroll element used.

B. Automatic entry is checked at the element eligibility link for the payroll element used.

C. Salary basis is configured to be non-updatable.

D. No components are defined to handle these salary adjustments.

Correct Answer: AC

QUESTION 10

What happens if you include ineligible workers on the worksheet? (Choose the best answer.)

A. It displays ineligible workers but managers can allocate compensation, promote workers, and rate worker performance.

B. It displays ineligible workers but managers cannot allocate compensation, promote workers, or rate worker performance.

C. It does not display ineligible workers and managers cannot allocate compensation, promote workers, or rate worker performance.

D. It does not display ineligible workers but managers can allocate compensation, promote workers, or rate worker performance.

Correct Answer: B

QUESTION 11

While configuring a plan cycle, you have set the Worksheet update start and end dates as 15-Apr- 2014 and 31-May-2014, respectively. However, when a manger logs into the workforce compensation area on 5Apr-2014, he is able to see the active plan, but in read-only mode. What could be the possible reason for this? (Choose the best answer.)

A. Active plans are always shown in read-only mode until the Worksheet update period starts.

B. Active plans are always shown in read-only mode form the Evaluation period start date, which is always prior to the Worksheet update date.

C. Active plans are always shown in read-only mode once it is past the eligibility determination date.

D. Active plans are always shown in read-only mode from the Plan Access start date, which is generally prior to the Worksheet update date.

Correct Answer: B

QUESTION 12

A corporation started giving performance bonuses to eligible employees on a monthly basis. As a

compensation administrator, you are required to display performance bonuses with similar or related

compensation items.

How will you configure this requirement in the Fusion application? (Choose the best answer.)

A. Attach performance bonuses to similar compensation items.

B. Attach performance bonuses to similar compensation categories/subcategories.

C. Attach performance bonuses to similar elements.

D. Attach performance bonuses to similar sources.

Correct Answer: B

QUESTION 13

Which two tasks are performed by compensation managers while determining budgets? (Choose two.)

A. Manually calculate budget amounts or automatically determine budget amounts by using a model.

B. With administrative budgeting, enable managers to award compensation within their allocated budget amounts by automatically publishing budget amounts.

C. Determine budget amounts offline by downloading budget details to a spreadsheet.

D. Publish budgets to line managers to distribute budgets down the reporting hierarchy or to allocate budget amounts at the employee level.

Correct Answer: BD

QUESTION 14

Identify three event-driven configurations that can be changed for the delivered variable allocation approval tasks as per business requirements. (Choose three.)

A. Assignment and Routing Policies

B. Escalation and Expiration Policies

C. Approval and Rejection Policies

D. Notification Settings

E. Data Driven Routing

Correct Answer: ADE

QUESTION 15

Which statement is true regarding elements? (Choose the best answer.)

A. Elements have possibly multiple primary classifications, one secondary classification, and one subclassification.

B. Elements have one primary classification, one secondary classification, and one subclassification.

C. Elements have possibly multiple primary classifications, possible multiple secondary classifications, and possibly multiple subclassifications.

D. Elements have one primary classification, possibly multiple secondary classifications, and possibly multiple subclassifications.

E. Elements have one primary classification, one secondary classification, and possibly multiple subclassifications.

Correct Answer: E

Subclassifications provide a way to feed balances. Elements can have only one primary and secondary classification, but multiple subclassifications. You can create subclassifications or use predefined ones. Once a subclassification is associated with a classification it cannot be associated with another classification. A subclassification name can be reused under different primary classifications, but you will have to create separate balance feeds for each subclassification with the same name.

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