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Oracle Compensation Cloud 2022 Implementation Professional

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QUESTION 1

A compensation administrator has set up a Workforce Compensation Plan with Budget Pools. Manager Level Budgeting is enabled for the pool and default budget values have been configured for the following columns on the Configure Budget Page Layout page:

Budget Distribution Amount or Budget Distribution Percentage columns on the Detail Table tab Budget Amount or Budget Percentage columns on the Summary Columns tab

To distribute the budgets automatically, the compensation administrator should run _____. (Choose the best answer.)

- A. the Start Compensation Cycle process
- B. the Validate Plan Setup process
- C. the Refresh Data process
- D. the Start Compensation Cycle process. After this, the Administrator should create a model to distribute the budgets.

Correct Answer: D

QUESTION 2

You are creating grade rates. What values are necessary for any grade rate that you create? (Choose the best answer.)

- A. Minimum, Maximum, MidPoint, and Value
- B. Minimum, Maximum, Mid Point, or Value
- C. Minimum, Maximum, and Value
- D. Minimum, Maximum, or Value

Correct Answer: D

Generate a warning message when a manager or compensation professional enters a new or adjusted salary that is outside the minimum or maximum values defined for the worker's grade in the grade rate attached to the salary basis.

QUESTION 3

You are configuring approvals under the Worksheets task list for an annual workforce compensation plan. Your customer wants the worksheets to be approved by different people other than the hierarchy determined for the plan.

How should you accomplish this? (Choose the best answer.)

- A. Create an alternate manager approval hierarchy that overrides the plan hierarchy.
- B. Create an alternate manager approval hierarchy and replace the plan hierarchy with the created alternate hierarchy.



- C. Have the customer change the business process because you cannot have different approval hierarchies for the plan and the worksheet.
- D. Create an alternate position approval hierarchy that overrides the plan hierarchy.

Correct Answer: D

QUESTION 4

Identify the correct statement about changes in an employee's compensation when the employee's FTE value changes in employment.

- A. If the salary record has the end date before the current date, FTE is fetched as of the salary end date and Annual Salary and Annual FT Salary are calculated by using that value.
- B. If the salary record end date is 31-DEC-4712 (that is, the date is "blank" in the salary UI), the FTE value is fetched as of the current system date and Annual Salary and Annual FT Salary are calculated by using that value.
- C. If the salary start date is after the current date (that is, it is a future-dated salary record), the FTE value is fetched as of the salary start date and Annual Salary and Annual FT Salary are calculated by using that value.
- D. If the salary record has the end date after the current date, FTE is fetched as of the salary end date and Annual Salary and Annual FT Salary are calculated by using that value.
- E. If the salary record end date is the same as the current date, FTE is fetched as of the salary end date and Annual Salary and Annual FT Salary are calculated by using that value.

Correct Answer: B

QUESTION 5

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 6



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 7

Which three tasks are part of Plan Foundation Configuration Options? (Choose three.)

- A. Components
- B. Plan Currency
- C. Plan Access
- D. Alerts
- E. Feedback Survey

Correct Answer: ABC

Reference: http://docs.oracle.com/cd/E25054_01/fusionapps.11111/e20376/F606893AN435_94.htm(plan foundation)

QUESTION 8

Your client's compensation plan for employees includes a component that is based on years of service in the organization. If a person completes 10 years in the company, he or she will be eligible for a seniority component and the associated fixed salary amount. What type of eligibility profile you would need to create in order to track work experience of people? (Choose the best answer.)

- A. Employment-based eligibility criteria using hire date
- B. Derived factor-based eligibility criteria using length of service
- C. User-defined-criteria-based eligibility profile using hire date
- D. Employment-based-eligibility-criteria using length of service



Correct Answer: D

QUESTION 9

A corporation has implemented Oracle Fusion Workforce Compensation for a manufacturing client. As an implementation consultant, you are required to set up the Deduction elements to capture the employee's personal contributions.

Which four can be categorized as Deduction components corresponding to payroll deduction elements? (Choose four.)

A. Wage basis rules

B. References for calculation factors

C. Deduction group

D. Elements

E. Input values

F. Flat amount

G. Balance feeds

Correct Answer: ABCD

Reference: http://docs.oracle.com/cd/E25054_01/fusionapps.1111/e20379/F597776AN358_E7.htm(Payroll Deduction Components at the Legislative Level: Examples)

QUESTION 10

A corporation has implemented Oracle Fusion Workforce Compensation. The consultant must now create an element eligibility link for an Earnings element.

While creating the element eligibility link, which three options can be set up in the element eligibility work area? (Choose three.)

A. general information

B. input values

C. costing

D. status processing rules

E. retroactive components

F. auto indirect rules

Correct Answer: BCF



QUESTION 11

The Budget Pool Storage Method selected is "Amount." One of the line managers in the organization has twenty employees reporting to him. One of the employees leaves the organization during the compensation cycle.

What will be the effect on the budget allocated to the Line Manager? (Choose the best answer.)

- A. The published budgets change when a manager's total eligible salary changes, such as when workers are reassigned.
- B. The published amounts stay with the manager when workers are reassigned or their eligibility changes.
- C. The published budgets change when a manager's total eligible salary changes, such as when workers eligibility changes.
- D. The published budgets is always a percentage of the total budget pool.

Correct Answer: B

QUESTION 12

While configuring the Budget page, which five tabs are available in Page Layout? (Choose five.)

- A. Budgeting
- B. Summary
- C. Detail table
- D. Worker List
- E. Actions
- F. Comments
- G. Information

Correct Answer: ABCDE

QUESTION 13

As an implementation consultant, you have defined a total compensation statement. From a security perspective, you are required to identify a key user who will have access to view the total compensation statement.

Which role is mandatory to view the compensation statement? (Choose the best answer.)

- A. CompensationAnalyst



- B. Compensation Executive
- C. Compensation Specialist
- D. Compensation Manager

Correct Answer: A

QUESTION 14

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

QUESTION 15

Per your client's policy on eligibility for a compensation revision cycle, employees who are in a notice period are not eligible. A particular manager is currently in a notice period, but his direct reports are still eligible for the compensation cycle. You observe that the system allows that manager to administer compensation for his direct reports. You research this and find out that manager is still allowed to carry out the compensation allocation because his Eligibility Status is _____. (Choose the best answer.)

- A. Eligible
- B. Ineligible
- C. Restricted
- D. Limited
- E. Provisional

Correct Answer: C

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