

## Exam Questions 1z0-1049

Oracle Compensation Cloud 2019 Implementation Essentials

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#### NEW QUESTION 1

You have configured a compensation plan to include ratings from the performance management system. For one particular division, the performance ratings have not been finalized and are shown as blank on the compensation worksheet. The manager updates the performance rating while allocating compensation. What happens in this case? (Choose the best answer.)

- A. The rating will be available to only the plan where it is updated.
- B. The rating will be available to all plans that are currently active.
- C. The rating will be available in the Performance document in the performance system.
- D. The rating will be available to only the plans where the same manager is involved.

**Answer: C**

#### NEW QUESTION 2

While working on the compensation changes in an Excel workbook, a manager selects the Upload option and then tries to immediately download the uploaded data. As a consultant, you advise him not to do so because of which reason? (Choose the best answer.)

- A. This action causes the committed data to roll back, thereby revoking the changes processed.
- B. This action causes the committed data to download immediately, thereby obscuring the error messages.
- C. The data uploaded takes some time to be processed by the server and, therefore, when download is clicked immediately, it might still show the older data.
- D. When the Upload button is clicked, the data is loaded to a staging table and an upload process is triggered.
- E. This process has to complete successfully before the new data can be downloaded.

**Answer: D**

#### NEW QUESTION 3

Which alert is advised to be disabled when you are using HCM co-existence between Oracle PeopleSoft HCM and Oracle Fusion Compensation? (Choose the best answer.)

- A. Allocation exceeding target
- B. Employee termination
- C. Leave of Absence
- D. Any custom alert

**Answer: C**

#### NEW QUESTION 4

When compiling Fast Formula, you receive the error message "Database item PER\_ASG\_ATTRIBUTE3 must have a DEFAULT statement because it was specified that null or not found is allowed."

What is the cause of the error? (Choose the best answer.)

- A. misuse of context
- B. uninitialized variable
- C. incorrect operator usage
- D. syntax error

**Answer: C**

#### NEW QUESTION 5

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

- A. You may use either VariableAllocationTask and VariableAllocationFYITask
- 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.

**Answer: C**

#### NEW QUESTION 6

How can you use an earnings element to manage the calculation and payment of absences? (Choose the best answer.)

- A. Ensure that the input to the salary database item formula from the earnings element processes the absence element as Absence classification because payroll runs do not process elements in the Information or Absence classifications.
- B. Define a skip rule for the earnings element that triggers processing when it finds an entry for a non-absence element because payroll runs process elements in the Information or Absence classifications.
- C. Define the earnings element as nonrecurring for the absence element because payroll runs do not process nonrecurring elements in the Information or Absence classifications.
- D. Define a skip rule for the earnings element that triggers processing when it finds an entry for the absence element because payroll runs do not process elements in the Information or Absence classifications.

**Answer: D**

#### NEW QUESTION 7

A corporation has set up an individual compensation plan for a contribution. This contribution needs an approval hierarchy to be set up. Identify the four correct options regarding approval setup. (Choose four.)

- A. Approvals can be set up to be completed when one of the approvers takes an action such as Approve or Reject.
- B. The notifications sent to the approvers can be made actionable.
- C. Expiry, Escalation, and renew settings are possible for notifications.
- D. Reminders can be set for a fixed duration either before expiration or after assignment.
- E. Task attachments cannot be sent using email notifications.

**Answer:** ABCD

#### NEW QUESTION 8

Your customer's compensation has an itemized structure. The company wants to increase the Cost of Living allowance of the employees living in the New Jersey area by 3% to compensate for the increased living costs there. Which feature of Oracle Fusion Workforce Compensation can be used to achieve this? (Choose the best answer.)

- A. Budget Pools
- B. Plan Eligibility
- C. Salary Component
- D. Action and Action Reasons
- E. Plan Access

**Answer:** C

#### NEW QUESTION 9

Your customer must use Grade Ladders to suit the industry in which it operates. How should you define the Grade Ladders that the customer needs? (Choose the best answer.)

- A. by associating the Grade Ladders with legal entities
- B. by using LDG-specific Grade Min, Max, and Mid Point rate values
- C. by using Min, Max, and Mid Point rate values
- D. by using steps and rate values

**Answer:** C

#### NEW 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.

**Answer:** B

#### NEW QUESTION 10

Which two statements are true about Base Pay? (Choose two.)

- A. For Base Pay earnings elements, eligibility is determined by the salary basis that is assigned to the worker.
- B. You attach elements at various levels in the Salary object hierarchy to create deductions and earnings that can be processed in a payroll run to calculate Base Pay.
- C. You attach a single earnings element to each salary basis to hold Base Pay earnings, and assign a salary basis to each worker to calculate Base Pay.
- D. You enter a salary basis for each worker that becomes the worker's Base Pay earnings.
- E. For Base Pay earnings elements, eligibility is determined by the deduction basis that is assigned to the worker.

**Answer:** AC

#### NEW QUESTION 11

A corporation is implementing Oracle Fusion Workforce Compensation and must set up compensation history. Identify the three correct options regarding the salary component. (Choose three.)

- A. The base rate shown in the salary section is the most recent pay rate.
- B. The base rate shown in the salary section is the average of the pay rate for the entire year.
- C. The growth rate shown in the details shows both cumulative and average annual salary growth rates.
- D. The base rate shown in the previous years is the pay rate on 31 December of each year.

**Answer:** ACD

#### NEW QUESTION 13

While you are setting up Stock Details, you notice that the details you entered are different from the ones showing up in system. What could have been the possible reasons for this? (Choose the best answer.)

- A. You may have forgotten to save the changes made.
- B. Another administrator might have accessed these settings after you have saved it.
- C. Network connectivity issue may have hindered your data being sent to the server.
- D. You do not have the privileges to change Stock Details.

**Answer:** B

#### NEW QUESTION 16

A corporation needs to set up a compensation plan for a vehicle allowance that will allow different amounts for different types and models of vehicles. How can you achieve the desired results? (Choose the best answer.)

- A. Configure one compensation plan and add as many options as three are allowed for vehicle types and model
- B. Define eligibility and associate the same payroll element to all the options such that an employee can use only one option.
- C. Configure as many compensation plans as there are allowed types and models of vehicles, because options cannot have eligibility profiles associated, and use different payroll elements for each of them.
- D. Configure one compensation plan, add as many options as there are allowed for different types and model
- E. Define eligibility and associate the different payroll elements to all the options such that any payroll element can be associated with only one plan and option.
- F. Configure as many compensation plans as there are different types and models, because options cannot have associated eligibility profiles, and use the same payroll element for all of them.

Answer: C

#### NEW QUESTION 18

Your customer has standard working hours = 40 hours per week. An employee has the following salary basis setup:

- Working hours = 32 hours per week
- Base pay = 20 USD per hour

What will be the employee's Annual Salary and Annualized full-time salary? (Choose the best answer.)

- A. Annual Salary = 32280, Annualization Salary = 41600
- B. Annual Salary = 52000, Annualization Salary = 41600
- C. Annual Salary = 41600, Annualization Salary = 41600
- D. Annual Salary = 32280, Annualization Salary = 52000

Answer: C

#### NEW QUESTION 20

A corporation has generated total compensation statements and all workers received their total compensation statements. As a compensation executive, you realize that some corrections are needed in the generated statements. Which corrective action will you take? (Choose the best answer.)

- A. Educate the workers that corrections are not possible after the total compensation statements have been generated.
- B. Ignore any corrective action.
- C. Edit "Statement Definition," make the required corrections, and regenerate the total compensation statements as a newer version.
- D. Start manual changes in each worker's total compensation statement.

Answer: C

#### NEW QUESTION 25

As compensation manager, you are creating a Salary compensation item to define a total compensation statement. Which two statements are correct about compensation items? (Choose two.)

- A. Compensation items are the foundation upon which the Compensation Statement is built.
- B. Compensation items cannot be used across statement definitions.
- C. Compensation items need not be mapped to the specific source from which the compensation information is retrieved.
- D. Compensation items can be added to statement definitions directly.
- E. Compensation items are added to a compensation category to include them in statements.

Answer: AE

#### NEW QUESTION 26

As a Fusion implementation consultant, you are configuring Fusion HCM Compensation Management module for a manufacturing client. Which three statements are correct in relation to compensation statement display options? (Choose three.)

- A. You can hide table columns.
- B. You can configure display of zero values.
- C. You cannot hide regions for graphs or descriptions at the statement definition setup level.
- D. You cannot exclude a category from the statement summary at the category setup level.
- E. You cannot include and hide the welcome message at the statement definition setup level.
- F. You can hide or show the estimated amount indicator at the category setup level.

Answer: BCF

#### NEW QUESTION 27

Which is the correct priority of deduction information from highest to lowest? (Choose the best answer.)

- A. 1. Personal deduction card (payroll relationship level). 2. Tax reporting unit deduction car
- B. 3. Payroll statutory unit deduction car
- C. 4. Payroll deduction range values (legislative data group level).
- D. 1. Personal deduction card (payroll relationship level). 2. Payroll statutory unit deduction car
- E. 3. Tax reporting unit deduction car
- F. 4. Payroll deduction range values (legislative data group level).
- G. 1. Payroll statutory unit deduction car
- H. 2. Tax reporting unit deduction car
- I. 3. Payroll deduction range values (legislative data group level) 4. Personal deduction card (payroll relationship level).

J. 1. Personal deduction card (payroll relationship level). 2. Payroll deduction range values (legislative data group level) 4. Payroll statutory unit deduction card  
K. 4. Tax reporting unit deduction card.

**Answer:** A

#### NEW QUESTION 30

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.

**Answer:** B

#### NEW QUESTION 33

As an implementation consultant, you are required to create an element for capturing the bonus awarded in the compensation cycle. Which two statements are correct regarding the input values of the element created? (Choose two.)

- A. The automatically created Amount input value is identified as the primary input value.
- B. No additional configuration is required to attach this element to the workforce compensation plan component.
- C. You must manually mark the Amount input value as the primary input value in the Special Purpose field.
- D. Element entries are created for all the input values of the element.
- E. It is possible to link the same element but different input values to different components or options within the same compensation plan.

**Answer:** AB

#### NEW QUESTION 34

What happens when you define Workforce Compensation Plan components but the employees to whom the compensation change is being administered does not have any component in his or her salary? (Choose the best answer.)

- A. The sum of all components identified to be posted as salary is posted as a single salary adjustment amount to the employee's salary record.
- B. The first component is automatically mapped to the salary and the amount associated with this component is posted as a salary adjustment to the employee record.
- C. The last component is automatically mapped to the salary and the amount associated with this component is posted as a salary adjustment to the employee record.
- D. The component adjustment is not posted as a salary adjustment to the employee's record.
- E. While designing the compensation plan, it has to be kept in mind that the plan components must have a direct mapping with the employee's salary components.

**Answer:** C

#### NEW QUESTION 39

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.
- E. Component-level eligibility is always identical to plan-level eligibility.
- F. Plan-level eligibility is ignored and a warning is reported.

**Answer:** B

#### NEW QUESTION 44

A corporation implemented Fusion Compensation and wants to validate the salaries with the setup. Select the two options that are true about validation setup. (Choose two.)

- A. Using grade rate validation, a warning message can be generated when the new or adjusted salary is outside the range of salary configured in the grade rate attached to the salary basis.
- B. Using grade rate validation, approval can be prevented when the new or adjusted salary is outside the range of salary configured in the grade rate attached to salary basis.
- C. Using either a formula at the element level or criteria at the element link level, a warning message can be generated when a new or adjusted salary does not pass the configured validation.
- D. Using either a formula at the element level or criteria at the element link level, approval can be prevented when the new or adjusted salary does not pass the configured validation.

**Answer:** AD

#### NEW QUESTION 45

Your client has a requirement that allows a salary adjustment based on the number of dependents the employee has, and this allowance must be mapped to a separate component. Because this allowance cannot have a logical mapping with any of the predefined components, you decide to create a new salary component called "Family Allowance".

Which option would you use to achieve this? (Choose the best answer.)

- A. The Configure Compensation Component task in Manage plans
- B. The Salary Component Lookup
- C. It is not possible to achieve this, because only the delivered salary components can be used.
- D. The Compensation Models

**Answer:** B

#### NEW QUESTION 48

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.

**Answer:** E

#### Explanation:

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.

#### NEW QUESTION 49

Employee X was hired on 5 March 2014 as a Web Designer and was reporting to Manager Y. On 10 September 2014, this employee was transferred to Manager Z to work as an Online Campaign designer. The company where Employee X works is doing a compensation cycle for the current year starting 1 October 2014. The employee record set up in the plan setting is "Employment terms," while the Legal Employer of Employee X uses a two-tier model. On which manager's worksheet does Employee X appear? (Choose the best answer.)

- A. Manager Y, because this is the original manager of Employee X.
- B. Manager Z, because this is the current manager to whom Employee X is reporting.
- C. Both Manager Y and Manager Z, because he has worked under both of them during the current cycle.
- D. Employee X does not appear on any manager's sheet, because he will not be evaluated by the compensation plan.

**Answer:** D

#### NEW QUESTION 50

You are configuring a plan cycle date that should be visible to managers on the Approvals tab so that they can submit their worksheets before that date. But you do not want to enforce the date because you want the managers to be able to submit their worksheets even after the date is past. Which date should you use? (Choose the best answer.)

- A. HR extraction date
- B. currency conversion date
- C. default date due
- D. evaluation period start and end dates
- E. worksheet update start and end dates

**Answer:** C

#### NEW QUESTION 52

While validating the Workforce Compensation Plan Setup, the compensation administrator encounters the following Warning: "At least one column that adjusts salary is enabled but no components to be posted as salary are selected." What should the compensation administrator do to eliminate this warning? (Choose the best answer.)

- A. In Configure Worksheet Page Layout, navigate to the Compensation tab > Detail tab and on the Element Mapping tab of Eligible Salary Column Properties, select Yes for Post as Salary.
- B. In Configure Worksheet Page Layout, navigate to the Compensation tab > Detail tab and on the Element Mapping tab of Percentage of Eligible Salary Column Properties, add an Element.
- C. In Configure Worksheet Page Layout, navigate to the Compensation tab > Detail tab and on the Element Mapping tab of Compensation Amount Column Properties, select Yes for Post as Salary.
- D. In Configure Worksheet Page Layout, navigate to the Compensation tab > Detail tab and enable Compensation Amount.
- E. In Configure Worksheet Page Layout, navigate to the Compensation tab > Detail tab and enable Eligible Salary.

**Answer:** C

#### NEW QUESTION 57

Identify the four correct options about the summary tables in the compensation history. (Choose four.)

- A. The Salary summary table gives detailed information about salary history, percentage change, compa-ratio, and growth rate.
- B. The Stock summary table gives detailed information about grant date and price, granted, vested, and unvested shares, and the estimated value of unvested shares.
- C. The summary table of other compensation gives detailed information about effective date, amount, currency, and grand total information about all awards.
- D. The summary table of recruiting payments gives detailed information about effective date, amount, currency, and grand total information for an individual award or compensation amounts.
- E. The summary table of payroll elements gives detailed information about element, input value, actual value and the grand total for the year.

**Answer:** ABDE

#### NEW QUESTION 59

You have created a compensation plan and configured the plan details. However, when you try to run the "Start Compensation Cycle" process, you are not able to see the plan you created in the list that appears.

Which three options could be possible reasons for this? (Choose three.)

- A. Your user role does not have access to view the plan.
- B. The compensation administrator or equivalent role is not attached to your plan.
- C. Access to the compensation administrator role is restricted in Plan Access.
- D. Restrict Plan access is set to "NO"; however, the roles that are allowed are not specified.
- E. Restrict Plan access is set to "Yes" and the compensation administrator role is added to the list of roles in "Plan access from Compensation work area."

**Answer:** ACE

#### Explanation:

Your user role does not have access to view the plan. Check the Configure Plan Access task for the plan and verify the access for the compensation administrator role is not restricted. Also, verify that your user has the compensation administrator role or the proper security to run compensation batch processes.

#### NEW QUESTION 60

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.

**Answer:** B

#### NEW QUESTION 63

The Compensation and Benefits policy defined for your organization limits contingent workers from getting an increment as part of the Annual Salary Review. As a result, the contingent workers are excluded in the eligibility profile and ineligible workers are not tracked as part of the Annual Salary Review Compensation Plan. A recent change to this policy enforced a minimum increment for the entire contingent worker population. Consequently, the compensation administrator ran the Refresh Data process to update the worksheets and include the contingent workforce but none of the contingent workers are included. What should the compensation administrator do to bring the contingent workers into the manager's compensation worksheet? (Choose the best answer.)

- A. Rerun the Refresh Workforce Compensation Data process by selecting Refresh Option – Reevaluate Eligibility.
- B. Update the eligibility profile to include the contingent workers and rerun the Refresh Workforce Compensation Data process by selecting Refresh Option - Reevaluate Eligibility.
- C. Update the eligibility profile to include the contingent workers and run the Start Workforce Compensation Cycle process.
- D. Run the Start Workforce Compensation Cycle process.

**Answer:** B

#### NEW QUESTION 64

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

**Answer:** BDEF

#### NEW QUESTION 69

The compensation administrator wants to run the batch process to administer the compensation cycle. Which are the four valid batch processes in terms of the compensation module? (Choose four.)

- A. Start Workforce Compensation Cycle
- B. Refresh Workforce Compensation Data
- C. Transfer Workforce Compensation Data to HR
- D. Adjust Workforce Compensation Enrollment Window
- E. Back Out Workforce Compensation Data
- F. Evaluate Workforce Compensation Participation

**Answer:** ABCE

#### NEW QUESTION 72

Which four options are valid refresh options for the Refresh Data process? (Choose four.)

- A. Refresh HR Data
- B. Refresh Base and Eligible Salary
- C. Refresh Plan Access

- D. Refresh Manager Hierarchy
- E. Reevaluate Eligibility
- F. Refresh Plan Currency
- G. Refresh summary totals

**Answer:** ADEG

#### NEW QUESTION 73

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

**Answer:** ABCD

#### NEW QUESTION 78

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

**Answer:** A

#### NEW QUESTION 81

Your client's organization is a multi-country organization with headquarters in the US. All employees are covered under one global compensation plan. However, the managers in each country want to administer compensation in their country's respective currency. How would you enable this feature? (Choose the best answer.)

- A. Set the preferred currency in the worksheet.
- B. Enable Currency Switching.
- C. Display the corporate currency.
- D. Use fast formula to display the employee currency using conversion rates.

**Answer:** B

#### NEW QUESTION 82

The compensation administrator wants to run Purge Workforce Compensation Data for one of the past compensation plans because the transaction data from that period is not required anymore. However, the compensation administrator does not get the option to include the said plan. What is the reason for this? (Choose the best answer.)

- A. Purge Workforce Compensation Data cannot be run because the Transfer Workforce Compensation Data to HR process has already been run and compensation data transferred to HR.
- B. Purge Workforce Compensation Data can be run only for compensation plans with Inactive status.
- C. Purge Workforce Compensation Data can be run only after Back Out Workforce Compensation Data is run with the "Full Back Out" option.
- D. Purge Workforce Compensation Data can be run only for compensation plans that are valid for the future.

**Answer:** C

#### NEW QUESTION 87

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

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

**Answer:** ABC

#### NEW QUESTION 88

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
- E. After this, the Administrator should create a model to distribute the budgets.

**Answer:** D

#### NEW QUESTION 90

A corporation has implemented Oracle Fusion Workforce Compensation. A custom element was created to capture the entry value for four input values. Data load is performed by the Batch Loader, but the associated Daily Business Intelligence (DBI) is returning the entry value corresponding only to the first input value. Identify the option that will enable the DBI to return all the input variables. (Choose the best answer.)

- A. Delete the existing element link and create a new element link, which will automatically create all four input values.
- B. Create a new element from scratch.
- C. This scenario cannot be implemented.
- D. Create status processing rules for the input values.

**Answer:** B

#### NEW QUESTION 93

Identify the three correct statements for an alternate approver hierarchy. (Choose three.)

- A. By defining alternate approvers, you replace the standard approval hierarchy for a manager with a new set or sequence of approvers.
- B. The alternate approver must be a part of the regular plan hierarchy.
- C. You can create multiple approvers for the same manager.
- D. The highest Approval sequence is the final approver.

**Answer:** ACD

#### Explanation:

By defining alternate approvers, you replace the standard approval hierarchy for a manager with a new set or sequence of approvers. The alternate approver does not have to be a part of the regular plan hierarchy. You can create multiple approvers for the same manager by identifying the specific individuals and using the approval sequence to determine the order in which approvals occur. The highest sequence is the final approver. Alternate hierarchies are commonly used when approval control transitions from managers to the HR department.

#### NEW QUESTION 96

Performance ratings are enabled in the compensation plan. Which three statements are correct regarding performance ratings? (Choose three.)

- A. If you use performance ratings while allocating compensation, you can display the latest ratings to the managers during the compensation cycle.
- B. You can allow managers to enter performance ratings during the compensation cycle to be used only in the compensation plan.
- C. You cannot make completed performance document and corresponding ratings from Oracle Fusion Performance Management available to managers in the compensation worksheet.
- D. You can allow managers to update the overall performance rating, overall goal rating, and overall competency rating in the compensation worksheet.

**Answer:** ABD

#### NEW QUESTION 99

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

**Answer:** A

#### Explanation:

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.

#### NEW QUESTION 103

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.

**Answer:** A

#### NEW QUESTION 108

Your client's organization is a multi-country organization with headquarters in the US, and managers have direct reports in different countries. In which three ways can the compensation currency be displayed? (Choose three.)

- A. Preferred currency
- B. Each employee's local currency
- C. The corporate currency
- D. Only one currency can be displayed

**Answer:** ABC

#### NEW QUESTION 110

The compensation plan that is implemented for your customer has a column that defaults based on a dynamic column. However, as per the customer's requirement, if the value in this column is manually updated in the worksheet by a manager, there should not be any further changes made to it automatically when the "Refresh Data" process is run. How can a compensation administrator achieve this? (Choose the best answer.)

- A. by setting up the properties of the column as updatable only once
- B. by deselecting the Refresh Data triggering event in the dynamic column
- C. by deselecting the Start Compensation Cycle triggering event in the dynamic column
- D. by deselecting the Change Worksheet Data triggering event in the dynamic column

**Answer:** B

#### NEW QUESTION 115

While working on a budget sheet or a compensation worksheet, a manager chooses to use the "Export to Excel workbook" option to do his or her work. Which four of the following steps would he or she need to perform upon clicking the "Export to Excel workbook" option and prior to finalizing his or her proposal and submitting it for approval? (Choose four.)

- A. Download and authenticate workbooks.
- B. Edit the workbook data.
- C. Filter the edits and upload only the edited fields.
- D. Resolve errors created by the uploaded file.
- E. Upload filter the workbook to include only employees whose data has been modified in the workbook, prior to uploading the file.
- F. Repeat the steps as many times as necessary to accommodate the revisions.

**Answer:** ACDE

#### NEW QUESTION 119

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.

**Answer:** CDE

#### NEW QUESTION 120

You create a compensation plan and attach a Compensation Performance rating model to it. While the manager is allocating compensation, he specifies a rating for each of the employees under him. Where will the rating specified by the manager be available? (Choose the best answer.)

- A. Only within the current compensation plan and all cycles associated with it
- B. Only within the current compensation plan and the current cycle
- C. To the current compensation plan and the Performance Management system
- D. To the current compensation plan and HR system

**Answer:** A

#### NEW QUESTION 121

A corporation is implementing Oracle Fusion Workforce Compensation and needs to give a spot bonus for a new hire as well as give the same for special recognition for employees.

Identify the correct option that will enable the organization to achieve the desired results. (Choose the best answer.)

- A. Configure the spot bonus as an individual compensation plan and add "Hire" as an action
- B. Then, after an employee is hired, this plan can be added to employees anytime.
- C. Configure the spot bonus as an individual compensation plan and add "Hire" as an action so that for HR action "Hire", this bonus can be added
- D. Also add "Manage Individual Compensation," which will enable Managers to add it to reportees.
- E. Configure the spot bonus as an individual compensation plan and add "Hire" as an action so that for HR action "Hire," this bonus can be added
- F. Also add "Manage Contributions," which will enable managers to add it to reportees.
- G. Configure the spot bonus as an individual compensation plan and add "All" as an action so that this plan can be added to anyone at any time.

Answer: D

**NEW QUESTION 123**

A manager publishes budgets as amounts to the managers reporting to him. The following table shows the allocations made to each direct report (managers) and the total salaries of the employees in their chain.

Direct Report	Total eligible Salary	Allocated Budget amount	Calculated Budget percentage
Manager 1	\$ 100,000	\$ 10,000	10%
Manager 2	\$ 500,000	\$ 50,000	10%
Manager 3	\$ 400,000	\$ 40,000	10%
Total	\$ 1,000,000	\$ 100,000	10%

Now, one of Manager 2's employees with eligible salary of \$ 100,000 is reassigned to Manager 3. What will be the impact on Budget Percentage? (Choose the best answer.)

- A. No impac
- B. The budget allocated to the employee will automatically be allocated to Manager 3. Budget percentage will remain as 10.
- C. Allocated budget will not chang
- D. Budget percentage of Manager 2 will increase to 12.5% and Manager 3 will decrease to 8%.
- E. Allocated budget will not chang
- F. Budget percentage of Manager 3 will increase to 12.5% and Manager 2 will decrease to 8%.
- G. Budget allocated for the employee will be released back to the manager for reallocatio
- H. Budget percentage will remain unchanged.

Answer: B

**NEW QUESTION 125**

Which two tasks are true about components in worksheet configurations? (Choose two.)

- A. Plans must have at least one component if awarding compensation.
- B. You can create up to five components to represent the different types of compensation that you want to award within a plan.
- C. Each component has to be of a separate type, such as salary or bonus.
- D. There is the flexibility to add any number of components within a compensation plan.

Answer: AB

**NEW QUESTION 129**

A corporation has implemented Oracle Fusion Workforce Compensation. As a Fusion consultant, you are required to set up Calculation Factors for the deduction elements setup.

Which two statements are correct regarding the Calculation Factors? (Choose two.)

- A. Calculation Factors indicate which deduction range to use when calculating the deduction amount.
- B. The Manage Deduction Ranges task in the Payroll Calculation work area is used to view the calculation factors defined.
- C. Calculation Factors define which classifications of earnings to consider when calculating the basis for the deduction element.
- D. The Manage Deduction Group Rates task in the Payroll Calculation work area is used to view the calculation factors defined.

Answer: AB

**NEW QUESTION 130**

Your customer wants to limit contributions to a particular individual compensation plan to workers with at least a year of service. How should you accomplish this? (Choose the best answer.)

- A. Create a relevant eligibility profile and associate it with the plan.
- B. Create user-defined criteria, and then create the eligibility profile and plan.
- C. Create a derived factor, and then create the eligibility profile and plan.
- D. Create an eligibility profile with the exclude option and associate it with the plan
- E. Use a fast formula to restrict access to the plan.

Answer: A

**NEW QUESTION 134**

Your client wants to offer a spot incentive bonus to hourly employees who worked 100 percent of their scheduled shift hours in a three-month period. What type of eligibility profile can you use in this case? (Choose the best answer.)

- A. Employment-criteria-based eligibility profile
- B. User-defined-criteria-based eligibility profile
- C. Derived-factor-based eligibility profile
- D. Fast-formula-based eligibility profile

Answer: B

**NEW QUESTION 139**

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.

**Answer: C**

#### NEW QUESTION 140

After creating a compensation plan and eligibility profiles, you are currently modeling the budget allocation. The HR manager informs you that one employee under Supervisor 1 has been seconded to a different country on a temporary basis with no changes to his employment terms and that this employee must be removed from the budgeting exercise.

What is the correct way of achieving this? (Choose the best answer.)

- A. Use the Edit button in the Employee's included area while creating a model to exclude the employee.
- B. Modify the eligibility profile by using a formula to exclude the employee from appearing under Supervisor 1. After the compensation cycle is completed, revert the eligibility profile to its original form, if needed.
- C. Advise Supervisor 1 not to allocate any compensation for the employee.
- D. In the meanwhile, manually adjust the budget allocated to Supervisor 1 to exclude the employee's amount.
- E. Use the Include check box next to the employee's name in the Budget worksheet to exclude the employee from the cycle.

**Answer: C**

#### NEW QUESTION 144

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

**Answer: B**

#### NEW QUESTION 146

An administrator of a corporation must generate the compensation statements for the workers to notify them about their compensation details. Identify the correct role that will give the administrator access to complete the process. (Choose the best answer.)

- A. Compensation Administrator
- B. Compensation Manager
- C. Line Manager
- D. HR Specialist

**Answer: C**

#### NEW QUESTION 147

A corporation implemented Fusion Compensation and must run a compensation cycle. The corporation has seven different active components in the salary basis. Salaries of all the employees must be updated in bulk mode.

Which statement is true about the bulk update using Integrated Workbook? (Choose the best answer.)

- A. Integrated Workbook can be used to update all the seven components.
- B. Only the first four active components will be loaded at a time by Integrated Workbook.
- C. Only the first five active components will be loaded at a time by Integrated Workbook.
- D. Only the first six active components will be loaded at a time by Integrated Workbook.

**Answer: C**

#### NEW QUESTION 150

Which three dates are mandatory while creating plan cycles? (Choose three.)

- A. Evaluation Period Start Date
- B. Worksheet Update Period Start Date
- C. Plan Access Start Date
- D. HR Data Extraction Date
- E. Performance Rating Date
- F. Default Due Date

**Answer: ABC**

#### NEW QUESTION 153

An Organization tracks compensation that is not stored in the Benefit Balance, Element Entry, External Data, and Payroll Balance source types. Which three statements are true about configuring Compensation Items for a Compensation Statement? (Choose three.)

- A. Currency can be used as Context when implementing the source type for such Items.
- B. Effective Date can be used as Context when implementing the source type for such Items.
- C. Legislative Data Group ID can be used as Context when implementing the source type for such Items.
- D. Manager ID can be used as Context when implementing the source type for such Items.
- E. Person ID can be used as Context when implementing the source type for such Items.

**Answer:** ABC

#### NEW QUESTION 154

A corporation is implementing Oracle Fusion Workforce Compensation and the new salary basis is being created. For an hourly paid employee, which option is true regarding the Annualization factor in the salary basis? (Choose the best answer.)

- A. For all hourly paid employees, a new salary basis needs to be created and associated that uses a frequency of "Hourly," and the Annualization factor will be the number of hours in a work year.
- B. Whether the employee is paid hourly or not, the Annualization factor is the multiplication factor used to convert base pay at the selected frequency to an annualized amount.
- C. So any frequency can be used and the corresponding Annualization factor can be determined.
- D. The Annualization factor used in salary basis is only for display purposes.
- E. The amount that is paid to the worker is always determined by the pay period on the payroll linked to worker's assignment.
- F. The Annualization factor used in a salary basis is only for display purposes.
- G. The amount that is paid to the worker is always determined by the sum of all the components of the salary basis multiplied by 12.

**Answer:** D

#### NEW QUESTION 155

A corporation implemented Oracle Fusion Core HR on a three-tier model with Multiple Employment Terms with Multiple Assignments as the employment model. An employee of the corporation has multiple assignments and multiple employment terms on different payroll frequencies. What kind of salary basis must be associated with the employee? (Choose the best answer.)

- A. A different salary basis associated with each assignment or employment term.
- B. One salary basis for all assignments and employment terms.
- C. One salary basis for each assignment and one of them can be used for the employment terms.
- D. One salary basis for each employment term and one of them can be used for assignment.

**Answer:** D

#### NEW QUESTION 159

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.

**Answer:** BD

#### NEW QUESTION 164

A corporation has implemented Oracle Fusion Workforce Compensation. The consultant creates multiple elements to meet the business requirements. Which three statements will help him to make a decision about the element classification? (Choose three.)

- A. Primary classifications are provided mainly to reflect tax legislation.
- B. Secondary classifications are subsets of the primary classifications.
- C. Predefined primary classifications cannot be removed or changed.
- D. Predefined secondary classifications can be removed or changed.
- E. Elements can have multiple primary and multiple secondary classifications.

**Answer:** ABC

#### NEW QUESTION 166

As an implementation consultant, you are required to define a total compensation statement. You are creating the compensation items for Salary, Merit Increase, and so on. Identify one set of values that Compensation Items can hold. (Choose the best answer.)

- A. Monetary, Nonmonetary, Date, Text
- B. Monetary, Nonmonetary, Timestamp, Text
- C. Monetary, Timestamp, Boolean
- D. Monetary, Nonmonetary, Date, Boolean

**Answer:** B

#### NEW QUESTION 168

You are responsible for configuring variable allocations to manage approvals for individual compensation plans. Your company wants to control plan availability by using defaults. What are the default attributes of the actionable Variable Allocation task? (Choose the best answer.)

- A. The task is only for notification and has no rules.

- B. The task applies to all allocations, uses two levels of the Supervisory list builder, and does not require a response from the current approver.
- C. The task applies to selected allocations, uses two levels of the Supervisory list builder, and requires a response from the current approver.
- D. The task applies to all allocations, uses two levels of the Supervisory list builder, and requires a response from the current approver.

**Answer:** C

#### NEW QUESTION 173

As an implementation consultant, you want to override the currency on the item definition. The United States Dollar currency is currently specified on it. This needs to be overridden to the Indian Rupee. What are the two approaches that you should use to override the currency of the compensation item from the United States Dollar to the Indian Rupee? (Choose two.)

- A. Define a formula that retrieves compensation and specifies currency as the Indian Rupee.
- B. Define the source type as Benefit Balance, which has currency specified in the Indian Rupee.
- C. Define a Category that includes the item and has currency defined as the Indian Rupee.
- D. Define a Compensation Statement Definition that includes the item and has currency defined as the Indian Rupee.

**Answer:** B

#### NEW QUESTION 175

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.

**Answer:** D

#### NEW QUESTION 179

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

**Answer:** A

#### NEW QUESTION 183

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

**Answer:** BCF

#### NEW QUESTION 187

As a compensation manager, in which four cases would you find an employee newly added to your worksheet? (Choose four.)

- A. An employee transfers into your organization.
- B. An employee's data has been corrected by HR and it now satisfies the eligibility criteria.
- C. An employee leaves an organization.
- D. A contingent employee becomes a regular employee.
- E. A loaned employee in your organization returns after assignment completion.
- F. An intern in your organization gets his place confirmed as an employee.

**Answer:** ABDE

#### NEW QUESTION 190

The Fusion Compensation module must be integrated with Fusion Performance Rating. In which three ways can the performance rating be made available? (Choose three.)

- A. Integrate with Oracle Fusion Performance Management.
- B. Use compensation performance ratings.
- C. Use both Performance Management ratings and compensation ratings.
- D. Integrate with Oracle Fusion Goal Management.
- E. Integrate with Oracle Fusion Profile Management.

**Answer:** ABC

#### NEW QUESTION 191

What is the relationship between Net Pay and Earnings? (Choose the best answer.)

- A. Net Pay is a calculated balance that is the sum of standard earnings and supplemental earnings minus all the deductions calculated for the run.
- B. Net Pay is a calculated balance that is standard earnings minus all the deductions calculated for the run.
- C. Net Pay is a calculated balance that is the sum of standard earnings and supplemental earnings for the run.
- D. Net Pay is a calculated balance that is the sum of standard earnings and supplemental earnings minus all the non-voluntary deductions calculated for the run.

**Answer:** A

#### NEW QUESTION 194

During the compensation review cycle, which two actions occur when a manager is allocated a zero or null budget? (Choose two.)

- A. The manager can manually allocate some budget for his team.
- B. The manager does not have access to the plan.
- C. The manager will have read-only access.
- D. The available budget becomes negative when the manager makes allocations.

**Answer:** AC

#### Explanation:

You can distribute initial budgets for one or more managers in the hierarchy. When the budget is zero or null, managers have read-only access to their budgets. A null budget contains no value. A zero budget means no amount is budgeted.

#### NEW QUESTION 195

You can use predefined alerts to notify managers about issues on the worksheet that need their attention. Which four predefined alerts are available? (Choose four.)

- A. Salary changed in HR
- B. Allocation outside target range
- C. Grade changed in HR
- D. Job changed in HR
- E. Worker was terminated
- F. Worker is on long-term leave

**Answer:** ABCE

#### NEW QUESTION 199

Your customer has employees located in four countries (United States, Japan, India, and Germany) and each country has a specific salary range. How would you configure the salary bases? (Choose the best answer.)

- A. Create one salary basis and four different grade rates, and attach the grade rate to the salary basis at the employee level.
- B. Create four salary bases and one grade rate, and define different ranges for the same grade rate while attaching the grade rate to the salary bases.
- C. Create four salary bases and four grade rates, and attach the grade rates to the salary bases.
- D. Create one salary basis and one grade rate, and define different ranges for the salary basis at the employee level.

**Answer:** C

#### NEW QUESTION 201

A corporation has implemented Oracle Fusion Workforce Compensation. The requirement is that Bonus Amount should be given only to the Full-Time Assignment category employees who work on weekly payroll. Additionally, the costing information must be transferred to General Ledger. Which implementation approach is correct for creating the required element? (Choose the best answer.)

- A. creating an input value and setting up costing information at the input value level
- B. creating status processing rules and setting up costing information at the status processing level
- C. creating an element eligibility link and setting up costing information at the link level
- D. creating an auto-indirect rule and setting up costing information at the auto-indirect level

**Answer:** C

#### NEW QUESTION 205

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