

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

Oracle Compensation Cloud 2020 Implementation Essentials

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QUESTION 1

An organization provides compensation such as salary and bonus earnings for its workers. It also tracks commissions and company-paid taxes for them.

Which two statements are true when configuring the items? (Choose two.)

- A. Benefit Balance will require you to specify the Legislative Data Group as the Additional Data Entry.
- B. Element Entry will require you to specify the Legislative Data Group as the Additional Data Entry.
- C. Formula will require you to specify the Legislative Data Group as the Additional Data Entry.
- D. Payroll Balance will require you to specify the Legislative Data Group as the Additional Data Entry.

Correct Answer: CD

QUESTION 2

You have created a total compensation statement. However, you are not able to see one of the categories in the summary section on the left pane. What is the reason for this? (Choose the best answer.)

- A. The category does not have employee contribution.
- B. The category does not have employer contribution.
- C. The category has been added as a subcategory.
- D. The category does not have a graph defined in it.

Correct Answer: C

QUESTION 3

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

Correct Answer: B

Reference: http://docs.oracle.com/cd/E15586_01/fusionapps.1111/e20379/F344193AN3294E.htm

QUESTION 4

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.

QUESTION 5

The manager administering compensation has the option to create budget models to be used to allocate compensation.

Which four options regarding compensation modeling are correct? (Choose four.)

- A. Modeling enables managers to automatically allocate compensation to employees who meet certain criteria.
- B. Managers can create their own models and use them.
- C. Managers cannot share a model created by them.
- D. Managers can use a model created by compensation professionals.
- E. Access of a model is limited only to the creator of the model.
- F. A model can be shared with the direct reports of the creator.

Correct Answer: ABDF

Reference: https://docs.oracle.com/cd/E37583_01/doc.1116/e22776/F387136AN11E5B.htm

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