

# 1Z0-1049-20<sup>Q&As</sup>

Oracle Compensation Cloud 2020 Implementation Essentials

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**QUESTION 1**

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.

Correct Answer: C

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**QUESTION 2**

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

Correct Answer: C

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**QUESTION 3**

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.

Correct Answer: C

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#### QUESTION 4

While configuring Workforce Compensation Plan, you specify Performance Rating date in Plan Cycle as the same in multiple plans.

What will happen when the manager updates a compensation performance rating in the worksheet of one plan? (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 to all plans with the same Performance Rating date in Plan Cycle.
- D. The rating will be available to only the plans where the same manager is involved.

Correct Answer: B

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#### QUESTION 5

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.

Correct Answer: AB

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