

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

Oracle Compensation Cloud 2020 Implementation Essentials

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QUESTION 1

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 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.

- A. As a consultant, you advise him not to do so because of which reason? (Choose the best answer.)
- B. This action causes the committed data to roll back, thereby revoking the changes processed.
- C. This action causes the committed data to download immediately, thereby obscuring the error messages.
- D. 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.
- E. When the Upload button is clicked, the data is loaded to a staging table and an upload process is triggered. This process has to complete successfully before the new data can be downloaded.

Correct Answer: D

QUESTION 3

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.

Correct Answer: ABC

QUESTION 4

A corporation is implementing Oracle Fusion Workforce Compensation. Different currencies are set at the Legislative Data Group level, the Organization payment level, the Bank account level, and the payroll element level.

The currency shown while configuring salary basis comes from which level? (Choose the best answer.)

A. From the input value of the payroll element

B. From the Legislative Data Group level, because that is the highest level in the hierarchy.

C. From the Organization payment level, because the compensation is finally paid through this

D. From the Bank account level

Correct Answer: B

QUESTION 5

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.

Correct Answer: ABCD
