

1Z0-1049-22^{Q&As}

Oracle Compensation Cloud 2022 Implementation Professional

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QUESTION 1

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.

Correct Answer: A

QUESTION 2

Your Workforce Compensation Plan has the following Plan Cycle setup:

Evaluation Period Start Date: 1-Jan-2014 Evaluation Period End Date: 31-Dec-2014 Worksheet Update Period Start Date: 1-Jan-2014 Worksheet Update Period End Date: 31-Dec-2014 HR Data Extraction: 31-Dec-2014 Eligibility Determination Date: 31-Dec-2014 Worksheet Update Period Start Date: 1-Nov-2014 Worksheet Update Period End Date: 31-Jan-2015

Due to reorganization in the month of December 2014, the Marketing department was split into two new departments: Branding and Communications, which resulted in transfers of many employees from one manager to another.

You, as the compensation administrator, are required to ensure that all the relevant organizational changes are included in the Compensation Worksheet. What would you have to do to accomplish this? (Choose the best answer.)

- A. Schedule the Refresh Workforce Compensation Data process nightly to ensure that line managers see the most current data, including the recent transfers and other employment changes.
- B. Run the Refresh Workforce Compensation Data process on 1-Nov-2014 because that is the date when line managers start updating the worksheet.
- C. Validate Plan Setup to ensure that all HR Data updates are accounted in the worksheet.
- D. Run the Back Out Workforce Compensation Data process with the "Full back out" option.

Correct Answer: A

QUESTION 3

Identify the delivered workflow task for variable allocation approvals that has no rules. (Choose the best answer.)

- A. VariableAllocationTask
- B. VariableApprovalTask

C. VariableAllocationFYITask

D. VariableApprovalFYITask

E. VariableContributionTask

Correct Answer: D

None of the FYI approval workflow tasks have rules. The non-FYI workflow tasks are configured such that if the rule applies, then the notification is routed using the Supervisory list builder and response is required.

QUESTION 4

As an implementation consultant, you are required to define a total compensation statement. You are creating the compensation items for the same. Which four source types are available for selection while creating a compensation item for the total compensation statement? (Choose four.)

A. Element Entry

B. Benefit Balance

C. Formula

D. Payroll Balance

E. Deduction Range

F. Input Value

Correct Answer: ABCD

QUESTION 5

During the Compensation Review cycle for the year 2014-15, the manager processes his direct reports compensation changes per the model created by him. After making the changes in the worksheet, the manager submits the proposed changes to the next level manager in the hierarchy for approval. What will the Manager status appear as in the workforce compensation area? (Choose the best answer.)

A. In Approvals

B. Processed

C. Fully Approved

D. Submitted

E. Work in Progress

Correct Answer: D