1Z0-1049-20 Q&As

Oracle Compensation Cloud 2020 Implementation Essentials

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QUESTION 1

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.

Correct Answer: AB

QUESTION 2

Your customer wants line managers to be able to access the active workforce compensation plan during

the first three months of the Plan period, but not to update it. The evaluation period start and end dates for

the plan are January 1 to December 31 of the year.

How should you set this up? (Choose the best answer.)

A. Configure Plan access start and end dates from January 1 to March 31 of the year and Worksheet update period start and end dates from April 1 to December 31 of the year.

B. Configure Worksheet update period start and end dates from January 1 to March 31 of the year and Plan access start and end dates from April 1 to December 31 of the year.

C. Configure Plan access start and end dates from January 1 to December 31 of the year.

D. Configure Worksheet update period start and end dates from January 1 to December 31 of the year.

Correct Answer: A

QUESTION 3

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.

Correct Answer: D

QUESTION 4

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

Correct Answer: BDEF

QUESTION 5

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 terms and one of them can be used for assignment

Correct Answer: D

QUESTION 6

What additional action would you recommend to your customer for worker-administered plans to control plan availability in addition to HR actions? (Choose the best answer.)

A. Manage Individual Contribution

B. Manage Contributions

C. Manage Variable Allocations

D. Manage Worker Contributions

E. Allocate Workforce Compensation

Correct Answer: E

QUESTION 7

A corporation implemented Oracle Fusion Workforce Compensation. A Salary Basis has been created and

attached to the workers and a Compensation cycle has been run. The corporation now wants to use a

different Grade rate for the salary basis.

Which option is true? (Choose the best answer.)

A. After the salary basis is associated with any worker, you cannot delete it or modify any characteristic. Therefore, a new Salary Basis must be created with a new Grade rate.

B. A new Grade rate can be created and the Salary basis can be modified to include it.

C. No new Grade rate can be created.

D. The salary of an employee is based on the grade to which the employee is assigned. Therefore, nothing has to be changed at the salary basis level once it has been created. Employee data must be modified to reflect the new grade.

Correct Answer: D

QUESTION 8

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

Correct Answer: ABCE

Reference: https://docs.oracle.com/cloud/latest/common/FAIWC.pdf

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QUESTION 9

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 Entry. Associate the three elements with the Compensation Item.

B. Create three Compensation Items: Joining Bonus, Ad-hoc bonus, and Annual Bonus. Specify the source type as Element Entry and associate the respective elements with the respective Items.

C. Create one Compensation Category as Bonus and specify the source type as Element Entry. Associate the three elements with the Compensation Category.

D. Create three Compensation Categories: Joining Bonus, Ad-hoc Bonus, and Annual Bonus. Specify the source type as Element Entry and associate the respective Elements with the respective Categories.

Correct Answer: B

QUESTION 10

Your customer wants to give its employees a way to donate to charity. This donation could be started anytime in the year and can be updated or stopped only during the month of September. Identify the correct set of plan restriction to achieve the desired results. (Choose the best answer.)

A. The individual compensation plan must be set up with "NO" for plan access restriction.

B. The individual compensation plan must be set up with the following restrictions: New Allocations: Always Update Allocations: Specific period Sep 1– Sep 30 Withdraw Allocations: Specific period Sep 1 – Sep 30

C. The individual compensation plan must be set up with the following restrictions: Create Allocations: Always Update Allocations: Specific period Sep 1 – Sep 30 Discontinue Allocations: Specific period Sep 1 – Sep 30

D. The individual compensation plan must be set up with the following restrictions: New Allocations: Always Update Allocations: Specific period Sep 1–Sep 30 Discontinue Allocations: Specific period Sep 1 – Sep 30

Correct Answer: B

QUESTION 11

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 12

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

Correct Answer: D

QUESTION 13

While administering compensation for the workforce, a manger accidentally approves a lower manager\\'s

worksheet.

Which three statements will be true in this case? (Choose three.)

A. The lower-level manager can withdraw the submission and reprocess the compensation allocation.

B. The lower-level manager\\'s access level is changed to "Approved."

C. Lower-level managers can no longer make any updates to their worksheets.

D. The worksheet goes to next level for approval.

E. The lower-level manager can still make changes in the worksheet and resubmit it for approval.

Correct Answer: ABD

QUESTION 14

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

A. Approval mode

B. Submit mode

C. Alternate approver hierarchy

D. Auto Approval

Correct Answer: ABC

Reference: http://www.oracle.com/technetwork/fusion-apps/compensationmanagement-e22776- 021514585.pdf (p.45)

QUESTION 15

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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