

# 1Z0-1049-22<sup>Q&As</sup>

Oracle Compensation Cloud 2022 Implementation Professional

## Pass Oracle 1Z0-1049-22 Exam with 100% Guarantee

Free Download Real Questions & Answers **PDF** and **VCE** file from:

<https://www.leads4pass.com/1z0-1049-22.html>

100% Passing Guarantee  
100% Money Back Assurance

Following Questions and Answers are all new published by Oracle  
Official Exam Center

- ⚙ **Instant Download** After Purchase
- ⚙ **100% Money Back** Guarantee
- ⚙ **365 Days** Free Update
- ⚙ **800,000+** Satisfied Customers





## QUESTION 1

Your customer's compensation has an itemized structure. The company wants to increase the Cost of Living allowance of the employees living in the New Jersey area by 3% to compensate for the increased living costs there. Which feature of Oracle Fusion Workforce Compensation can be used to achieve this? (Choose the best answer.)

- A. Budget Pools
- B. Plan Eligibility
- C. Salary Component
- D. Action and Action Reasons
- E. Plan Access

Correct Answer: C

---

## QUESTION 2

Your client has a requirement that allows a salary adjustment based on the number of dependents the employee has, and this allowance must be mapped to a separate component. Because this allowance cannot have a logical mapping with any of the predefined components, you decide to create a new salary component called "Family Allowance".

Which option would you use to achieve this? (Choose the best answer.)

- A. The Configure Compensation Component task in Manage plans
- B. The Salary Component Lookup
- C. It is not possible to achieve this, because only the delivered salary components can be used.
- D. The Compensation Models

Correct Answer: B

Reference: [https://docs.oracle.com/cd/E60665\\_01/common/FAIWC/F1477720AN1CD0E.htm#F1477720AN1CD0E](https://docs.oracle.com/cd/E60665_01/common/FAIWC/F1477720AN1CD0E.htm#F1477720AN1CD0E)

---

## QUESTION 3

You are an implementation consultant, and the client organization wants you to provide a solution for how not to display the welcome message in the total compensation statement.

What will your answer in this situation be? (Choose the best answer.)

- A. Changing the welcome message is not possible.
- B. Edit the "Do not display Welcome message" option in "Statement Definition."
- C. Edit the "Do not display Welcome message" option in "Compensation Item."



D. Edit the "Do not display Welcome message" option in "Compensation Category."

Correct Answer: B

Reference: [https://docs.oracle.com/cd/E37583\\_01/doc.1116/e22776/F387366AN19E05.htm](https://docs.oracle.com/cd/E37583_01/doc.1116/e22776/F387366AN19E05.htm) (creating a statement definition)

---

#### QUESTION 4

Your customer has employees located in four countries (United States, Japan, India, and Germany) and each country has a specific salary range. How would you configure the salary bases? (Choose the best answer.)

- A. Create one salary basis and four different grade rates, and attach the grade rate to the salary basis at the employee level.
- B. Create four salary bases and one grade rate, and define different ranges for the same grade rate while attaching the grade rate to the salary bases.
- C. Create four salary bases and four grade rates, and attach the grade rates to the salary bases.
- D. Create one salary basis and one grade rate, and define different ranges for the salary basis at the employee level.

Correct Answer: C

---

#### QUESTION 5

A corporation is implementing Oracle Fusion Workforce Compensation and must set up compensation history. Identify the three correct options regarding the salary component. (Choose three.)

- A. The base rate shown in the salary section is the most recent pay rate.
- B. The base rate shown in the salary section is the average of the pay rate for the entire year.
- C. The growth rate shown in the details shows both cumulative and average annual salary growth rates.
- D. The base rate shown in the previous years is the pay rate on 31 December of each year.

Correct Answer: ACD

---

#### QUESTION 6

A corporation has generated total compensation statements and all workers received their total compensation statements. As a compensation executive, you realize that some corrections are needed in the generated statements.

Which corrective action will you take? (Choose the best answer.)

- A. Educate the workers that corrections are not possible after the total compensation statements have been generated.
- B. Ignore any corrective action.



C. Edit "Statement Definition," make the required corrections, and regenerate the total compensation statements as a newer version.

D. Start manual changes in each worker's total compensation statement.

Correct Answer: C

---

### QUESTION 7

A corporation needs to set up a compensation plan for a Housing allowance that will allow the company to grant these allowances to only employees above a particular role.

Identify the option that indicates the correct way of implementing it. (Choose the best answer.)

A. Set up role-based security to the individual compensationwork area so that only managers are allowed.

B. Set up access restrictions to the individual compensation plan using the correct HR action so that it can be added only to the specific roles.

C. They payroll administrator must add the element to the employees in the specified roles, because this cannot be achieved through configuration.

D. Set up a salary basis and restrict the eligibility to the required roles.

Correct Answer: C

---

### QUESTION 8

Your client is a consumer goods wholesaler. The client's organization has five departments. While performing compensation budgeting activity, the client has a policy that the departments that have exceeded their sales targets receive an additional budget to reward the employees in that department. In the current year, only the Electronics department has exceeded its sales target.

How would the compensation manager allocate the extra budget to the manager of the Electronics Department? (Choose the best answer.)

A. Publish the original budgets to all managers, followed by publishing the extra budget to only the manager of the Electronics department.

B. Create a separate compensation plan for Electronics department employees and publish the extra budget to the manager of the department.

C. Initiate budgets automatically by using the Start Compensation Cycle process.

D. Request excess budget allocation from the manager above him.

Correct Answer: A

---

### QUESTION 9

As an implementation consultant, you are required to define the totalcompensation statement. You are creating the



statement definitions for your compensation statement.

Which three statements are true about the statement definitions? (Choose three.)

- A. The statement definition acts as a template and determines the layout and content of the generated statement.
- B. The statement definition consists of compensation items added to compensation categories.
- C. Multiple legal employers, multiple countries, and multiple currencies cannot be included in one statement.
- D. Compensation items with sources belonging to different legal employers cannot be added.
- E. Reusing statement definitions by creating new statement periods and then modifying the definition for subsequent periods is not possible.
- F. Edits to compensation categories affect all statement definitions that use that category.

Correct Answer: ABE

Reference: [http://docs.oracle.com/cd/E25178\\_01/fusionapps.11111/e20376/F566544AN4ED\\_A9.htm](http://docs.oracle.com/cd/E25178_01/fusionapps.11111/e20376/F566544AN4ED_A9.htm)

---

## QUESTION 10

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 11

A corporation has implemented Oracle Fusion Workforce Compensation. The requirement is that Bonus Amount should be given only to the Full-Time Assignment category employees who work on weekly payroll. Additionally, the costing information must be transferred to General Ledger.

Which implementation approach is correct for creating the required element? (Choose the best answer.)

- A. creating an input value and setting up costing information at the input value level



- B. creating status processing rules and setting up costing information at the status processing level
- C. creating an element eligibility link and setting up costing information at the link level
- D. creating an auto-indirect rule and setting up costing information at the auto-indirect level

Correct Answer: C

Reference: [https://docs.oracle.com/cd/E18727\\_01/doc.121/e13559/T8916T8918.htm](https://docs.oracle.com/cd/E18727_01/doc.121/e13559/T8916T8918.htm)

---

#### QUESTION 12

While administering compensation, the managers in the organization want to first allocate compensation to the outstanding performers with compa-ratio less than 80 and, therefore, want to view only this population. How would you, as a consultant, help the managers to achieve this? (Choose the best answer.)

- A. Use the Advanced Filter option in the worksheet to create a custom condition.
- B. Control the population by using eligibility profiles.
- C. Use the sort feature in the worksheet to control this.
- D. This cannot be done once the population is finalized and the compensation cycle is started.

Correct Answer: A

---

#### QUESTION 13

While configuring a plan cycle, you have set the Worksheet update start and end dates as 15-Apr-2014 and 31-May-2014, respectively. However, when a manager logs into the workforce compensation area on 5-Apr-2014, he is able to see the active plan, but in read-only mode.

What could be the possible reason for this? (Choose the best answer.)

- A. Active plans are always shown in read-only mode until the Worksheet update period starts.
- B. Active plans are always shown in read-only mode from the Evaluation period start date, which is always prior to the Worksheet update date.
- C. Active plans are always shown in read-only mode once it is past the eligibility determination date.
- D. Active plans are always shown in read-only mode from the Plan Access start date, which is generally prior to the Worksheet update date.

Correct Answer: B

---

#### QUESTION 14

Which three statements are true regarding plan cycles? (Choose three.)



- A. All active plans are available to be cross-referenced, even plans with no started cycles.
- B. You can display a target amount or custom score from a previous plan cycle in the current plan cycle.
- C. Active plans are available to be cross-referenced, except plans with no started cycles.
- D. You cannot display a target amount or custom score from a previous plan cycle in the current plan cycle.
- E. You can reference a plan within itself to display values from a previous plan cycle in a subsequent cycle.

Correct Answer: ABE

All active plans are available to be cross referenced, even plans with no started cycles. You can also reference a plan within itself to display values from a previous plan cycle in a subsequent cycle. For example, you can display a target amount or custom score from a previous plan cycle in the current plan cycle so that managers are aware of that data when making a current compensation decision.

You cannot select a default value for a column by cross-referencing a column from another plan if you have selected values for the Default Value, Default and Override Formula, or Compensation Derived Factor fields on the Configure Column Properties dialog box.

---

## QUESTION 15

As compensation manager, you are creating a Salary compensation item to define a total compensation statement. Which two statements are correct about compensation items? (Choose two.)

- A. Compensation items are the foundation upon which the Compensation Statement is built.
- B. Compensation items cannot be used across statement definitions.
- C. Compensation items need not be mapped to the specific source from which the compensation information is retrieved.
- D. Compensation items can be added to statement definitions directly.
- E. Compensation items are added to a compensation category to include them in statements.

Correct Answer: AE

Reference: [http://docs.oracle.com/cd/E25054\\_01/fusionapps.1111/e20376/F566544AN493\\_F2.htm](http://docs.oracle.com/cd/E25054_01/fusionapps.1111/e20376/F566544AN493_F2.htm) (compensation items and sources: explained)

[Latest 1Z0-1049-22 Dumps](#)

[1Z0-1049-22 PDF Dumps](#)

[1Z0-1049-22 Exam Questions](#)