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

Oracle Compensation Cloud 2020 Implementation Essentials

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QUESTION 1

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

QUESTION 2

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 manger logs into the workforce compensation area on 5Apr-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 form 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 3

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 4

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 5

As an implementation consultant, you have defined a total compensation statement. From a security

perspective, you are required to identify a key user who will have access to view the total compensation

statement.

Which role is mandatory to view the compensation statement? (Choose the best answer.)

A. Compensation Analyst

B. Compensation Executive

C. Compensation Specialist

D. Compensation Manager

Correct Answer: A

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