



# 1Z0-1049-20<sup>Q&As</sup>

Oracle Compensation Cloud 2020 Implementation Essentials

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### QUESTION 1

A corporation is implementing Oracle Fusion Workforce Compensation and needs to set up compensation history.

Identify the three correct options regarding the various compensations shown in the history. (Choose three.)

- A. Compensation history displays six categories of compensation.
- B. Compensation history automatically retrieves salary and stock-related information. The Recruiting payments and other categories have to be added manually.
- C. Compensation history shows one-time payments in other compensation and allowances paid regularly in recruiting payments.
- D. The summary in the compensation history shows the data for only five years.

Correct Answer: BCD

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### 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

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### QUESTION 3

A corporation needs to set up a compensation plan for a vehicle allowance that will allow different amounts for different types and models of vehicles.

How can you achieve the desired results? (Choose the best answer.)



- A. Configure one compensation plan and add as many options as three are allowed for vehicle types and models. Define eligibility and associate the same payroll element to all the options such that an employee can use only one option.
- B. Configure as many compensation plans as there are allowed types and models of vehicles, because options cannot have eligibility profiles associated, and use different payroll elements for each of them.
- C. Configure one compensation plan, add as many options as there are allowed for different types and models. Define eligibility and associate the different payroll elements to all the options such that any payroll element can be associated with only one plan and option.
- D. Configure as many compensation plans as there are different types and models, because options cannot have associated eligibility profiles, and use the same payroll element for all of them.

Correct Answer: C

#### QUESTION 4

A corporation has implemented Oracle Fusion Workforce Compensation. The consultant must now create an element eligibility link for an Earnings element. While creating the element eligibility link, which three options can be set up in the element eligibility work area? (Choose three.)

- A. general information
- B. input values
- C. costing
- D. status processing rules
- E. retroactive components
- F. auto indirect rules

Correct Answer: BCF

#### 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



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