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Oracle Compensation Cloud 2020 Implementation Essentials

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QUESTION 1

Per your client's policy on eligibility for a compensation revision cycle, employees who are in a notice period are not eligible. A particular manager is currently in a notice period, but his direct reports are still eligible for the compensation cycle. You observe that the system allows that manager to administer compensation for his direct reports. You research this and find out that manager is still allowed to carry out the compensation allocation because his Eligibility Status is _____. (Choose the best answer.)

- A. Eligible
- B. Ineligible
- C. Restricted
- D. Limited
- E. Provisional

Correct Answer: C

QUESTION 2

Identify four correct history categories when setting up compensation history. (Choose four.)

- A. Salary
- B. Other Compensation
- C. Stock
- D. Non-Recruiting Payments
- E. Recruiting Payments
- F. Payroll Elements

Correct Answer: BCDE

The Compensation History summary table displays four categories of compensation: Base Pay, Other Compensation (one-time payments), Stock, and Recurring Payments. Compensation history automatically displays base pay and stock grants. You must add additional recurring nonbase pay and one-time compensation to history.

QUESTION 3

Your customer has standard working hours = 40 hours per week. An employee has the following salary basis setup: Working hours = 32 hours per week Base pay = 20 USD per hour What will be the employee's Annual Salary and Annualized full-time salary? (Choose the best answer.)

- A. Annual Salary = 32280, Annualization Salary = 41600
- B. Annual Salary = 52000, Annualization Salary = 41600



C. Annual Salary = 41600, Annualization Salary = 41600

D. Annual Salary = 32280, Annualization Salary = 52000

Correct Answer: C

Reference: https://docs.oracle.com/cd/E60665_01/common/FAIWC/F1443869AN18796.htm#F1098224AN1983

QUESTION 4

A corporation has implemented Oracle Fusion Workforce Compensation. Oracle Fusion Supplemental Earning Elements must now be created to capture ad hoc payments for eligible workforce. Which two statements are true about element eligibility criteria for such elements? (Choose two.)

- A. You can define multiple eligibility criteria for each element, but there must be an overlap between them.
- B. You can define multiple eligibility criteria for each element, but there must not be any overlap between them.
- C. You cannot define multiple eligibility criteria for each element in any case.
- D. Some element eligibility criteria may not be available, depending on the level at which the element is attached.

Correct Answer: BC

You can define more than one eligibility criteria for each element but there must be no overlap between them. For example, you could create one criteria for the combination of grade A and the job Accountant. However, you could not create one criteria for grade A and a second for the job Accountant. This would imply that an accountant on grade A is eligible for the same element twice. If you have more than one criteria for an element, you can enter different default values, qualifying conditions, and costing information for each eligibility group.

QUESTION 5

A corporation has implemented Oracle Fusion Workforce Compensation. As a Fusion consultant, you are required to set up the Deductions options.

If Deduction cards are supported at multiple levels, which task in the Setup and Maintenance Work area is used to create deduction card overrides at the Payroll Statutory Unit level? (Choose the best answer.)

- A. Manage Legal Reporting Unit Deduction Records
- B. Manage Legal Entity Deduction Records
- C. Manage Payroll Deductions
- D. Manage Personal Deductions

Correct Answer: A

Use the Manage Personal Deductions task in the Payroll Calculations or Payroll Administration work area to create deduction card overrides at the payroll relationship level. If overrides are allowed, the Overrides Allowed on Deduction Cards tab appears in the Component Details section of the Manage Deduction Cards page when you select a deduction



component. Click Create to define an override. The override value you enter varies based on the type of override item defined in the deduction range, as described in the previous section. For example, you may enter a rate to be used in the deduction calculation or an amount to be added to the calculated amount. If your localization supports deduction cards at multiple levels, use the Manage Legal Entity Deduction Records task in the Setup and Maintenance work area to create deduction card overrides at the payroll statutory unit level. Use the Manage Legal Reporting Unit Deduction Records task in the Setup and Maintenance work area to create deduction card overrides at the tax reporting unit level.

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