



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

Oracle Compensation Cloud 2020 Implementation Essentials

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### QUESTION 1

You are configuring a work-administered individual compensation plan where your workers can enroll in the plan anytime during the year, but can discontinue their contributions only in the month of March each year. How should you achieve this? (Choose the best answer.)

- A. Select specific HR actions such as transfer, promotion, and new hire for the plan with access level for each action allowed during a specific period.
- B. Do not select any additional actions other than Manage Contributions with access level as Create: Always allowed; Update: Allowed during a specified period; Discontinuing: Never allowed.
- C. Make the plan available for all actions in the list with access level for each action Always allowed.
- D. Do not select any additional actions other than Manage Contributions with access level for each action as Create: Always allowed; Update: Never allowed; Discontinuing: Allowed during a specified period.

Correct Answer: D

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### QUESTION 2

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/F566544AN493F2.htm](http://docs.oracle.com/cd/E25054_01/fusionapps.1111/e20376/F566544AN493F2.htm) (compensation items and sources: explained)

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### QUESTION 3

As an implementation consultant, you are required to define a total compensation statement. You are creating the compensation items for Salary, Merit Increase, and so on. Identify one set of values that Compensation Items can hold. (Choose the best answer.)

- A. Monetary, Nonmonetary, Date, Text
- B. Monetary, Nonmonetary, Timestamp, Text



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C. Monetary, Timestamp, Boolean

D. Monetary, Nonmonetary, Date, Boolean

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)

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#### QUESTION 4

You are configuring a plan cycle date that should be visible to managers on the Approvals tab so that they can submit their worksheets before that date. But you do not want to enforce the date because you want the managers to be able to submit their worksheets even after the date is past. Which date should you use? (Choose the best answer.)

A. HR extraction date

B. currency conversion date

C. default date due

D. evaluation period start and end dates

E. worksheet update start and end dates

Correct Answer: C

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#### QUESTION 5

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)

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