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

Oracle Compensation Cloud 2020 Implementation Essentials

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QUESTION 1

Which statement is true regarding elements? (Choose the best answer.)

A. Elements have possibly multiple primary classifications, one secondary classification, and one subclassification.

B. Elements have one primary classification, one secondary classification, and one subclassification.

C. Elements have possibly multiple primary classifications, possible multiple secondary classifications, and possibly multiple subclassifications.

D. Elements have one primary classification, possibly multiple secondary classifications, and possibly multiple subclassifications.

E. Elements have one primary classification, one secondary classification, and possibly multiple subclassifications.

Correct Answer: E

Subclassifications provide a way to feed balances. Elements can have only one primary and secondary classification, but multiple subclassifications. You can create subclassifications or use predefined ones. Once a subclassification is associated with a classification it cannot be associated with another classification. A subclassification name can be reused under different primary classifications, but you will have to create separate balance feeds for each subclassification with the same name.

QUESTION 2

While administering compensation for the workforce, a manger accidentally approves a lower manager\\'s

worksheet.

Which three statements will be true in this case? (Choose three.)

A. The lower-level manager can withdraw the submission and reprocess the compensation allocation.

B. The lower-level manager\\'s access level is changed to "Approved."

C. Lower-level managers can no longer make any updates to their worksheets.

D. The worksheet goes to next level for approval.

E. The lower-level manager can still make changes in the worksheet and resubmit it for approval.

Correct Answer: ABD

QUESTION 3

Employee X was hired on 5 March 2014 as a Web Designer and was reporting to Manager Y. On 10 September 2014, this employee was transferred to Manager Z to work as an Online Campaign designer. The company where Employee X works is doing a compensation cycle for the current year starting 1 October 2014. The employee record set up in the plan setting is "Employment terms," while the Legal Employer of Employee X uses a two-tier model. On which manager\\'s worksheet does Employee X appear? (Choose the best answer.)

A. Manager Y, because this is the original manager of Employee X.

B. Manager Z, because this is the current manager to whom Employee X is reporting.

C. Both Manager Y and Manager Z, because he has worked under both of them during the current cycle.

D. Employee X does not appear on any manager\\'s sheet, because he will not be evaluated by the compensation plan.

Correct Answer: D

QUESTION 4

Identify the list builder that is used in the delivered variable allocation task that appears to all allocations. (Choose the best answer.)

A. Position Hierarchy

B. Dynamic Approval Group

C. Static Approval Group

D. Supervisory Hierarchy

E. Auto Approval

Correct Answer: A

QUESTION 5

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

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