



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

Oracle Compensation Cloud 2020 Implementation Essentials

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QUESTION 1

Plan access restrictions control the situations in which an individual compensation plan is available for allocations or contributions by a line manager or worker, and regulate a user's ability to create, update, or discontinue allocations or contributions under the plan. What are three common decisions to make about plan access? (Choose three.)

- A. If user access should be based on career levels or earnings thresholds
- B. If the plan is going to require updates that are driven by business users in the time frame of the next payroll cycle
- C. if there should be a "white list" name criteria for access to the plan
- D. if plan access should be related to HR actions
- E. if there should be a time period in which a user can create, update, or discontinue allocations or contributions
- F. whether or not to restrict access to the plan at all

Correct Answer: DEF

Reference: http://docs.oracle.com/cd/E25054_01/fusionapps.1111/e20376/F642623AN4283B.htm

QUESTION 2

Your customer's company spans multiple countries. It follows a global salary increase process in the month of May and awards bonuses twice a year in the month of June and December for workers who are employed in various countries. As an implementation consultant, you must define Statement Periods for the Compensation Statement. Which three options will you consider? (Choose three.)

- A. an optional welcome message
- B. the conversion rate date for currency conversions
- C. the date that statements become available to workers
- D. the date when bonus is awarded to workers
- E. the date when merit increases are awarded to workers

Correct Answer: ACD

QUESTION 3

As an implementation consultant, you are required to define a total compensation statement. You are creating the compensation items for the same. Which four source types are available for selection while creating a compensation item for the total compensation statement? (Choose four.)

- A. Element Entry
- B. Benefit Balance



- C. Formula
- D. Payroll Balance
- E. Deduction Range
- F. Input Value

Correct Answer: ABCD

QUESTION 4

An organization uses Compensation Statement for its workers in the UK. One of the categories used in the statement has the display name as One-Time Bonus. As an implementation consultant, you are in the process of configuring a new Compensation Statement for workers in India. You decide to reuse the category for the new Compensation Statement. In the process of configuring the Statement Definition, you update the Compensation Category display name to Annual Bonus. However, when the Compensation Statement for workers in the UK displays, it continues to show the Category display name as One-Time Bonus. What is the cause for this? (Choose the best answer.)

- A. The Compensation Category display name is specific to a Statement Definition.
- B. The Compensation Statement Definition synchronization process needs to be run to update the Compensation Category display name in all statement definitions.
- C. The Compensation Statement Definition synchronization process needs to be run to update the Compensation Category display name in all statement definitions.
- D. Workers in the UK need to refresh their statements in order to see the updated display name.

Correct Answer: C

QUESTION 5

Your client's compensation plan for employees includes a component that is based on years of service in the organization. If a person completes 10 years in the company, he or she will be eligible for a seniority component and the associated fixed salary amount. What type of eligibility profile you would need to create in order to track work experience of people? (Choose the best answer.)

- A. Employment-based eligibility criteria using hire date
- B. Derived -factor-based eligibility criteria using length of service
- C. User-defined-criteria-based eligibility profile using hire date
- D. Employment-based-eligibility-criteria using length of service

Correct Answer: D



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