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

Oracle Compensation Cloud 2020 Implementation Essentials

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QUESTION 1

If you enable Performance Ratings and rate workers within Workforce Compensation, which two statements are true? (Choose two.)

A. Managers can rate workers as they allocate compensation.

B. These ratings are used across compensation plan and cycles.

C. The ratings are transferred to the Performance Management system or to HR.

D. You can display compensation ratings given in the previous plan cycle as a column in the worksheet.

Correct Answer: AD

QUESTION 2

Which two statements are true about Base Pay? (Choose two.)

A. For Base Pay earnings elements, eligibility is determined by the salary basis that is assigned to the worker.

B. You attach elements at various levels in the Salary object hierarchy to create deductions and earnings that can be processed in a payroll run to calculate Base Pay.

C. You attach a single earnings element to each salary basis to hold Base Pay earnings, and assign a salary basis to each worker to calculate Base Pay.

D. You enter a salary basis for each worker that becomes the worker\\'s Base Pay earnings.

E. For Base Pay earnings elements, eligibility is determined by the deduction basis that is assigned to the worker.

Correct Answer: AC

Reference: https://docs.oracle.com/cd/E60665_01/common/FAIWC/F1443670AN12C58.htm#F595603AN1468A https://docs.oracle.com/cd/E37583_01/fusionapps.1116/e20379/F720777AN425A7.htm

QUESTION 3

Your customer\\'s compensation manager needs to know, what are the four valid statuses of the compensation worksheet? (Choose four.)

A. Budget Available

B. Started

C. Submitted

D. Partially approved

E. Unprocessed

F. Fully Approved

G. Processed

H. Closed

Correct Answer: ACFG

Reference: https://docs.oracle.com/cloud/farel8/globalcs_gs/FACMC/F1098201AN10E27.htm#F1097486AN110 1C

QUESTION 4

Your client\\'s organization is a multi-country organization with headquarters in the US. All employees are covered under one global compensation plan. However, the managers in each country want to administer compensation in their country\\'s respective currency. How would you enable this feature? (Choose the best answer.)

A. Set the preferred currency in the worksheet.

B. Enable Currency Switching.

C. Display the corporate currency.

D. Use fast formula to display the employee currency using conversion rates.

Correct Answer: B

Reference: https://docs.oracle.com/cd/E37583_01/doc.1116/e22776/F387136AN11E5B.htm

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QUESTION 5

As an implementation consultant, you have created compensation items for the total compensation statement but have not attached them to compensation categories. In this situation, which statement is correct? (Choose the best answer.)

A. You can add items to statement definitions directly.

B. To include items in statements you must add items to a compensation category.

C. You cannot add items to statement definitions directly, and you cannot add items to a compensation category.

D. You can add items to statement definitions directly, and to include items in statements you must add items to a compensation category.

Correct Answer: B

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