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Oracle Compensation Cloud 2020 Implementation Essentials

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**QUESTION 1**

A corporation is implementing Oracle Fusion Workforce Compensation and has set up an individual compensation plan for a contribution. This contribution has to be approved by the four members in parallel. Identify the correct option regarding parallel approvals. (Choose the best answer.)

- A. Parallel approvals are not fully supported, but notifications can be sent to all members in parallel using the list builder resource option and configuring Application Role. However, the first person who claims the notification can approve it, and this ends the process and the other members lose control over the approval of the notification.
- B. Parallel approvals are supported by configuring the Application role option in the Resource list builder. Only after all the approvers approve will the process end.
- C. Parallel approvals are supported and can be configured using Static approval groups. Only after all the approvers approve will the process end.
- D. A parallel approval option is not available and any approval configured is always sequential.

Correct Answer: C

QUESTION 2

A corporation implemented Oracle Fusion Core HR on a three-tier model with Multiple Employment Terms with Multiple Assignments as the employment model. An employee of the corporation has multiple assignments and multiple employment terms on different payroll frequencies. What kind of salary basis must be associated with the employee? (Choose the best answer.)

- A. A different salary basis associated with each assignment or employment term.
- B. One salary basis for all assignments and employment terms
- C. One salary basis for each assignment and one of them can be used for the employment terms
- D. One salary basis for each employment terms and one of them can be used for assignment

Correct Answer: D

QUESTION 3

As an implementation consultant, you have defined a total compensation statement. You have defined three compensation items (a new hire bonus, a profit sharing bonus, and a quarterly bonus), which are attached to the bonus category. You no longer need the quarterly bonus item but you are unable to delete it. Which statement is true for the given scenario? (Choose the best answer.)

- A. The item cannot be deleted, because it is attached to a category.
- B. The above scenario does not stand true as the item can be deleted.
- C. More than one administrator might be using the item and, therefore, it cannot be deleted.
- D. Before deleting the item, you must configure a zero value behavior for the item.



Correct Answer: C

QUESTION 4

What happens when you define Workforce Compensation Plan components but the employees to whom the compensation change is being administered does not have any component in his or her salary? (Choose the best answer.)

- A. The sum of all components identified to be posted as salary is posted as a single salary adjustment amount to the employee's salary record.
- B. The first component is automatically mapped to the salary and the amount associated with this component is posted as a salary adjustment to the employee record.
- C. The last component is automatically mapped to the salary and the amount associated with this component is posted as a salary adjustment to the employee record.
- D. The component adjustment is not posted as a salary adjustment to the employee's record. While designing the compensation plan, it has to be kept in mind that the plan components must have a direct mapping with the employee's salary components.

Correct Answer: C

QUESTION 5

A corporation has implemented Oracle Fusion Workforce Compensation. The requirement is that Bonus Amount should be given only to the Full-Time Assignment category employees who work on weekly payroll. Additionally, the costing information must be transferred to General Ledger. Which implementation approach is correct for creating the required element? (Choose the best answer.)

- A. creating an input value and setting up costing information at the input value level
- B. creating status processing rules and setting up costing information at the status processing level
- C. creating an element eligibility link and setting up costing information at the link level
- D. creating an auto-indirect rule and setting up costing information at the auto-indirect level

Correct Answer: C

Reference: https://docs.oracle.com/cd/E18727_01/doc.121/e13559/T8916T8918.htm

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