



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

Oracle Compensation Cloud 2020 Implementation Essentials

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QUESTION 1

While you are setting up Stock Details, you notice that the details you entered are different from the ones showing up in system.

What could have been the possible reasons for this? (Choose the best answer.)

- A. You may have forgotten to save the changes made.
- B. Another administrator might have accessed these settings after you have saved it.
- C. Network connectivity issue may have hindered your data being sent to the server.
- D. You do not have the privileges to change Stock Details.

Correct Answer: B

QUESTION 2

Your client has set up an individual compensation plan for a contribution towards a retirement benefit. This contribution must be approved by the three-level manager hierarchy. While setting up the approval hierarchy, the compensation administrator wanted to set up notifications for any errors occurring during the workflow. Identify the three allowed options needed to set up notifications accordingly. (Choose three.)

- A. Individual users
- B. Groups
- C. Application roles
- D. Duty roles

Correct Answer: BCD

QUESTION 3

A corporation is implementing Oracle Fusion Workforce Compensation and needs to give a spot bonus for a new hire as well as give the same for special recognition for employees. Identify the correct option that will enable the organization to achieve the desired results. (Choose the best answer.)

- A. Configure the spot bonus as an individual compensation plan and add "Hire" as an action. Then, after an employee is hired, this plan can be added to employees anytime.
- B. Configure the spot bonus as an individual compensation plan and add "Hire" as an action so that for HR action "Hire", this bonus can be added. Also add "Manage Individual Compensation," which will enable Managers to add it to reportees.
- C. Configure the spot bonus as an individual compensation plan and add "Hire" as an action so that for HR action "Hire," this bonus can be added. Also add "Manage Contributions," which will enable managers to add it to reportees.



D. Configure the spot bonus as an individual compensation plan and add "All" as an action so that this plan can be added to anyone at any time.

Correct Answer: D

QUESTION 4

Identify the two valid formula types applicable for Workforce Compensation Plans. (Choose two.)

- A. Compensation Currency Selection
- B. Compensation Organization Selection
- C. Compensation Item Selection
- D. Compensation Person Selection
- E. Compensation amounts Selection

Correct Answer: CE

QUESTION 5

A corporation has implemented Oracle Fusion Workforce Compensation. A Salary basis has been created to manage employees' salaries. It has a payroll element attached. As part of the Salary changes, when the compensation manager is trying to update the Salary amounts, the same is not reflecting in the payroll elements entries of the employee. Identify the two possible causes for the issue. (Choose two.)

- A. Automatic entry is checked for the payroll element used.
- B. Automatic entry is checked at the element eligibility link for the payroll element used.
- C. Salary basis is configured to be non-updatable.
- D. No components are defined to handle these salary adjustments.

Correct Answer: AC

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