



1Z0-1049-22^{Q&As}

Oracle Compensation Cloud 2022 Implementation Professional

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QUESTION 1

As a compensation executive, you are required to upload stock data sent by a vendor of a corporation into the Fusion application.

Which option is the correct method to do so? (Choose the best answer.)

- A. Manage Stock Grants >> Import Items
- B. Manage Stock Grants >> Import Category
- C. Manage Stock Grants >> Import Source
- D. Manage Stock Grants >> Prepare Import Spreadsheet

Correct Answer: D

Reference: https://docs.oracle.com/cd/E37017_01/fusionapps.1115/e20376/F668086AN4E_C23.htm(last line of the page)

QUESTION 2

Performance Ratings are enabled in a compensation plan and a Rating Model is supposed to be created. Which two mandatory tasks are involved in creating the Rating Model? (Choose two.)

- A. Create a Rating Level for the rating model.
- B. Review points with from and to points entered for the rating level.
- C. Populate Rating Categories for all rating levels.
- D. Create Target Distributions for each of the rating levels.

Correct Answer: CD

QUESTION 3

You have created a compensation plan and configured the plan details. However, when you try to run the "Start Compensation Cycle" process, you are not able to see the plan you created in the list that appears.

Which three options could be possible reasons for this? (Choose three.)

- A. Your user role does not have access to view the plan.
- B. The compensation administrator or equivalent role is not attached to your plan.
- C. Access to the compensation administrator role is restricted in Plan Access.
- D. Restrict Plan access is set to "NO"; however, the roles that are allowed are not specified.
- E. Restrict Plan access is set to "Yes" and the compensation administrator role is added to the list of roles in "Plan



access from Compensation work area."

Correct Answer: ACE

Your user role does not have access to view the plan. Check the Configure Plan Access task for the plan and verify the access for the compensation administrator role is not restricted. Also, verify that your user has the compensation administrator role or the proper security to run compensation batch processes.

QUESTION 4

A corporation is implementing Oracle Fusion Workforce Compensation and must set up compensation history. Identify the three correct options regarding the salary component. (Choose three.)

- A. The base rate shown in the salary section is the most recent pay rate.
- B. The base rate shown in the salary section is the average of the pay rate for the entire year.
- C. The growth rate shown in the details shows both cumulative and average annual salary growth rates.
- D. The base rate shown in the previous years is the pay rate on 31 December of each year.

Correct Answer: ACD

QUESTION 5

What are the two correct options with respect to budgeting when the salary has multiple components? (Choose two.)

- A. Budgets can be separate for each component.
- B. Budgets cannot be separate for each component.
- C. Multiple components can have a single budget.
- D. Multiple components cannot have a single budget.

Correct Answer: AC

If you use budgeting, you can have separate budgets for each component or link multiple components to a single budget. You can also link budgets to off-cycle compensation plans. For example, you can give a manager a single annual budget amount and draw both focal and off-cycle awards from the same budget pool. Once you enable budgeting, you configure how data displays on the budget page, such as data display order, available menu actions, and text instructions to the managers. Also, you can copy a budget page layout from another plan.