https://www.geekcert.com
GeekCert.com

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

Oracle Compensation Cloud 2022 Implementation Professional

Pass Oracle 1Z0-1049-22 Exam with 100% Guarantee

Free Download Real Questions & Answers **PDF** and **VCE** file from:

https://www.geekcert.com/1z0-1049-22.html

100% Passing Guarantee
100% Money Back Assurance

Following Questions and Answers are all new published by Oracle
Official Exam Center

⚙ 💰 **Instant Download** After Purchase

⚙ **100% Money Back** Guarantee

⚙ **365 Days** Free Update

⚙ **800,000+** Satisfied Customers

QUESTION 1

A compensation manager of a corporation is setting up a new salary basis for the employees.

Which statement is true about payroll elements set up for a salary basis? (Choose the best answer.)

A. Recruiting elements can be linked to multiple salary bases only if they are classified as earnings elements and configured to allow multiple entries in the same period.

B. Recruiting elements can be linked to multiple salary bases only if they are classified as earnings elements, and they neednot be configured to allow multiple entries in the same period.

C. Multiple payroll elements can be attached a salary basis.

D. Payroll elements of any classification type can be attached to a salary basis.

Correct Answer: A

Reference:http://docs.oracle.com/cd/E25054_01/fusionapps.1111/e20376/F566541AN41D F6.htm(payroll element and input value)

QUESTION 2

A corporation is implementing OracleFusion Workforce Compensation and must set up salary bases. Employees are assigned different grades within the organization and the salaries are dependent on the grades.

What is the correct way to set up the salary bases? (Choose the best answer.)

A. Setup different salary bases for different grades with the same payroll element. The frequency of both salary basis and the grade rate should match.

B. Set up different salary bases for different grades and different payroll elements, because the payroll element can be attached to only one salary basis. The frequency of both salary basis and grade rate should match.

C. Set up different salary bases for different grades with the same payroll element. The frequency of both salary basis and grade rate need not match.

D. Set up different salary bases for different grades and different payroll elements, because the payroll element can be attached to only one salary basis. The frequency of both salary basis and grade rate need not match.

Correct Answer: B

QUESTION 3

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 inparallel 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. Onlyafter 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 4

An organization uses Compensation Statement for its workers in theUK. 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 updatethe Compensation Category display name in all statement definitions.

C. After the Compensation Statement is generated for workers in India, the Category display name of Annual Bonus will start reflecting in the Compensation Statement of workers in the UK.

D. Workers in the UK need to refresh their statements in order to see the updated display name.

Correct Answer: C

QUESTION 5

The Fusion Compensation module must be integrated with Fusion Performance Rating. In which three ways can the performance rating be made available? (Choose three.)

A. Integrate with Oracle Fusion Performance Management.

B. Use compensation performance ratings.

C. Use both Performance Management ratings and compensation ratings.

D. Integrate with Oracle Fusion Goal Management.

E. Integrate with Oracle Fusion Profile Management.

Correct Answer: ABC

1Z0-1049-22 VCE Dumps   1Z0-1049-22 Study Guide   1Z0-1049-22 Braindumps