



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

Oracle Compensation Cloud 2022 Implementation Professional

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QUESTION 1

Identify three event-driven configurations that can be changed for the delivered variable allocation approval tasks as per business requirements. (Choose three.)

- A. Assignment and Routing Policies
- B. Escalation and Expiration Policies
- C. Approval and Rejection Policies
- D. Notification Settings
- E. Data Driven Routing

Correct Answer: ADE

QUESTION 2

What happens if you include ineligible workers on the worksheet? (Choose the best answer.)

- A. It displays ineligible workers but managers can allocate compensation, promote workers, and rate worker performance.
- B. It displays ineligible workers but managers cannot allocate compensation, promote workers, or rate worker performance.
- C. It does not display ineligible workers and managers cannot allocate compensation, promote workers, or rate worker performance.
- D. It does not display ineligible workers but managers can allocate compensation, promote workers, or rate worker performance.

Correct Answer: B

QUESTION 3

The manager administering compensation has the option to create budget models to be used to allocate compensation.

Which four options regarding compensation modeling are correct? (Choose four.)

- A. Modeling enables managers to automatically allocate compensation to employees who meet certain criteria.
- B. Managers can create their own models and use them.
- C. Managers cannot share a model created by them.
- D. Managers can use a model created by compensation professionals.
- E. Access of a model is limited only to the creator of the model.



F. A model can be shared with the direct reports of the creator.

Correct Answer: ABDF

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

QUESTION 4

When a manager clicks the "Prepare in workbook" option, while processing compensation changes, what population would she or he see in the exported Excel spreadsheet? (Choose the best answer.)

- A. Budget sheet population
- B. Worksheet population
- C. Entire organization\\s population under that manager
- D. Direct Reports
- E. The filtered population

Correct Answer: B

Reference: <https://docs.oracle.com/cloud/latest/common/FACMC.pdf>(page 18, last topic,last sentence)

QUESTION 5

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

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