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

Oracle Compensation Cloud 2022 Implementation Professional

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QUESTION 1

As an implementation consultant, youare required to define a total compensation statement. To construct the total compensation statement, you must follow a set of activities in sequence.

Select the correct sequence to construct a total compensation statement. (Choose the best answer.)

A. Create compensation items > attach the items to compensation categories > arrange categories hierarchically in the statement definition > specify the statement period and display options > generate the statement.

B. Create compensation items > specify thestatement period and display options > arrange categories hierarchically in the statement definition > attach items to compensation categories > generate the statement.

C. Create compensation items > generate a statement > specify the statement period anddisplay options > arrange categories hierarchically in the statement definition > attach items to compensation

categories.

D. Create compensation items > attach the items to compensation categories > generate the statement > specify the statement period and display options > arrange categories hierarchically in the statement definition.

Correct Answer: A

QUESTION 2

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

QUESTION 3

A corporation has implemented Oracle Fusion Compensation for a manufacturing client. The Fusion consultant created a Bonus element with primary classification as Supplemental earning.

What is true about the subclassifications for the created element? (Choose the best answer.)

A. Sub-classifications provide a way to feed elements.

B. Once a sub-classification is associated with a classification, it cannot be associated with another classification.

C. A sub-classification name cannot be reused under a different primary classification.

D. Elements can have only one sub-classification.

Correct Answer: B

Reference: Subclassifications provide a way to feed balances. Elements can have only one primary and secondary classification, but multiple subclassifications. You can create subclassifications or use predefined ones. Once a subclassification isassociated with a classification it cannot be associated with another classification. A subclassification name can be reused under different primary classifications, but you will have to create separate balance feeds for each subclassification with the same name.

QUESTION 4

You are an implementation consultant, and the client organization wants you to provide a solution for how not to display the welcome message in the total compensation statement.

What will your answer in this situation be? (Choose the best answer.)

A. Changing the welcome message is not possible.

B. Edit the "Do not display Welcome message" option in "Statement Definition."

C. Edit the "Do not display Welcome message" option in "Compensation Item."

D. Edit the "Do not display Welcome message" option in "Compensation Category."

Correct Answer: B

Reference:https://docs.oracle.com/cd/E37583_01/doc.1116/e22776/F387366AN19E05.htm (creating a statement definition)

QUESTION 5

A corporation has implemented Oracle Fusion Workforce Compensation. As a Fusion consultant, you are required to set up the Deductions options.

If Deduction cards are supported at multiple levels, which task in the Setup and Maintenance Work area is used to create deduction card overrides at the Payroll Statutory Unit level? (Choose the best answer.)

A. Manage Legal Reporting Unit Deduction Records

B. Manage Legal Entity Deduction Records

C. Manage Payroll Deductions

D. Manage Personal Deductions

Correct Answer: A

Use the ManagePersonal Deductions task in the Payroll Calculations or Payroll Administration work area to create

deduction card overrides at the payroll relationship level. If overrides are allowed, the Overrides Allowed on Deduction Cards tab appears in the Component Details section of the Manage Deduction Cards page when you select a deduction component. Click Create to define an override. The override value you enter varies based on the type of override item defined in the deduction range, as described in the previoussection. For example, you may enter a rate to be used in the deduction calculation or an amount to be added to the calculated amount. If your localization supports deduction cards at multiple levels, use the Manage Legal Entity Deduction Records task in the Setup and Maintenance work area to create deduction card overrides at the payroll statutory unit level. Use the Manage Legal Reporting Unit Deduction Records task in the Setup and Maintenance work area to create deduction card overrides at the tax reporting unit level.

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