



# 1Z0-1049-22<sup>Q&As</sup>

Oracle Compensation Cloud 2022 Implementation Professional

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### QUESTION 1

Identify the correct option regarding the Payroll element details in the compensation history setup. (Choose the best answer.)

- A. Any payroll element can be added and all other details are auto-populated including the history category.
- B. Any payroll element can be added and the input value of the element must be selected. All other details are auto-populated including the history category.
- C. Any payroll element can be added and all other details are auto-populated excluding the history category.
- D. Any payroll element can be added and the input value of the element must be selected. All other details are auto-populated excluding the history category.

Correct Answer: B

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### QUESTION 2

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 is associated 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.

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### QUESTION 3

Your client wants to offer a spot incentive bonus to hourly employees who worked 100 percent of their scheduled shift hours in a three-month period. What type of eligibility profile can you use in this case? (Choose the best answer.)

- A. Employment-criteria-based eligibility profile
- B. User-defined-criteria-based eligibility profile



- C. Derived-factor-based eligibility profile
- D. Fast-formula-based eligibility profile

Correct Answer: B

Reference: [http://docs.oracle.com/cd/E15586\\_01/fusionapps.11111/e20379/F344193AN329\\_4E.htm](http://docs.oracle.com/cd/E15586_01/fusionapps.11111/e20379/F344193AN329_4E.htm)

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#### QUESTION 4

While configuring Workforce Compensation Plan, you specify Performance Rating date in Plan Cycle as the same in multiple plans.

What will happen when the manager updates a compensation performance rating in the worksheet of one plan? (Choose the best answer.)

- A. The rating will be available to only the plan where it is updated.
- B. The rating will be available to all plans that are currently active.
- C. The rating will be available to all plans with the same Performance Rating date in Plan Cycle.
- D. The rating will be available to only the plans where the same manager is involved.

Correct Answer: B

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#### QUESTION 5

As an implementation consultant, you have defined a total compensation statement. From a security perspective, you are required to identify a key user who will have access to view the total compensation statement.

Which role is mandatory to view the compensation statement? (Choose the best answer.)

- A. CompensationAnalyst
- B. Compensation Executive
- C. Compensation Specialist
- D. Compensation Manager

Correct Answer: A

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