



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

Oracle Compensation Cloud 2022 Implementation Professional

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### QUESTION 1

Identify four correct history categories when setting up compensation history. (Choose four.)

- A. Salary
- B. Other Compensation
- C. Stock
- D. Non-Recruiting Payments
- E. Recruiting Payments
- F. Payroll Elements

Correct Answer: BCDE

The Compensation History summary table displays four categories of compensation: Base Pay, Other Compensation (one-time payments), Stock, and Recurring Payments. Compensation history automatically displays base pay and stock grants. You must add additional recurring nonbase pay and one-time compensation to history.

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### QUESTION 2

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 previous section. 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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### QUESTION 3



Your customer wants to limit contributions to a particular individual compensation plan to workers with at least a year of service. How should you accomplish this? (Choose the best answer.)

- A. Create a relevant eligibility profile and associate it with the plan.
- B. Create user-defined criteria, and then create the eligibility profile and plan.
- C. Create a derived factor, and then create the eligibility profile and plan.
- D. Create an eligibility profile with the exclude option and associate it with the plan
- E. Use a fast formula to restrict access to the plan.

Correct Answer: A

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#### QUESTION 4

Which statement is true regarding elements? (Choose the best answer.)

- A. Elements have possibly multiple primary classifications, one secondary classification, and one subclassification.
- B. Elements have one primary classification, one secondary classification, and one subclassification.
- C. Elements have possibly multiple primary classifications, possibly multiple secondary classifications, and possibly multiple subclassifications.
- D. Elements have one primary classification, possibly multiple secondary classifications, and possibly multiple subclassifications.
- E. Elements have one primary classification, one secondary classification, and possibly multiple subclassifications.

Correct Answer: E

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 5

After the compensation plan was configured, the Validate Plan Setup process was run successfully with no warnings or errors. However, when the worksheet is accessed by a Line Manager, the Line Manager notices that employees who are ineligible are also visible in the worksheet despite running the Validate Plan Setup process.

What is the reason for this? (Choose the best answer.)

- A. The Validate Plan Setup process does not validate eligibility profiles.
- B. The compensation administrator did not run the Validate Plan Setup process and run the Start Compensation Cycle process instead.
- C. The Validate Plan Setup process failed to report errors from the eligibility profiles.



D. The Validate Plan Setup process showed a warning about errors on the eligibility profiles, which was ignored by the compensation administrator.

Correct Answer: B

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