

## 1z0-1049 Dumps

# Oracle Compensation Cloud 2019 Implementation Essentials

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**NEW QUESTION 1**

Which three tasks are part of Plan Foundation Configuration Options? (Choose three.)

- A. Components
- B. Plan Currency
- C. Plan Access
- D. Alerts
- E. Feedback Survey

**Answer:** ABC

**NEW QUESTION 2**

While working on the compensation changes in an Excel workbook, a manager selects the Upload option and then tries to immediately download the uploaded data. As a consultant, you advise him not to do so because of which reason? (Choose the best answer.)

- A. This action causes the committed data to roll back, thereby revoking the changes processed.
- B. This action causes the committed data to download immediately, thereby obscuring the error messages.
- C. The data uploaded takes some time to be processed by the server and, therefore, when download is clicked immediately, it might still show the older data.
- D. When the Upload button is clicked, the data is loaded to a staging table and an upload process is triggered.
- E. This process has to complete successfully before the new data can be downloaded.

**Answer:** D

**NEW QUESTION 3**

A corporation has implemented Oracle Fusion Workforce Compensation. Oracle Fusion Supplemental Earning Elements must now be created to capture ad hoc payments for eligible workforce.

Which two statements are true about element eligibility criteria for such elements? (Choose two.)

- A. You can define multiple eligibility criteria for each element, but there must be an overlap between them.
- B. You can define multiple eligibility criteria for each element, but there must not be any overlap between them.
- C. You cannot define multiple eligibility criteria for each element in any case.
- D. Some element eligibility criteria may not be available, depending on the level at which the element is attached.

**Answer:** BC

**Explanation:**

You can define more than one eligibility criteria for each element but there must be no overlap between them. For example, you could create one criteria for the combination of grade A and the job Accountant. However, you could not create one criteria for grade A and a second for the job Accountant. This would imply that an accountant on grade A is eligible for the same element twice. If you have more than one criteria for an element, you can enter different default values, qualifying conditions, and costing information for each eligibility group.

**NEW QUESTION 4**

You are required to explain to your client the use of Hierarchy design in Compensation Process. Which two Compensation-related activities use Hierarchy? (Choose two.)

- A. Approval routing
- B. Allocating budgets
- C. Plan access
- D. Sending Compensation alerts
- E. Feedback survey

**Answer:** AB

**NEW QUESTION 5**

Your customer's company spans multiple countries. It follows a global salary increase process in the month of May and awards bonuses twice a year in the month of June and December for workers who are employed in various countries. As an implementation consultant, you must define Statement Periods for the Compensation Statement. Which three options will you consider? (Choose three.)

- A. an optional welcome message
- B. the conversion rate date for currency conversions
- C. the date that statements become available to workers
- D. the date when bonus is awarded to workers
- E. the date when merit increases are awarded to workers

**Answer:** ACD

**NEW QUESTION 6**

How can you use an earnings element to manage the calculation and payment of absences? (Choose the best answer.)

- A. Ensure that the input to the salary database item formula from the earnings element processes the absence element as Absence classification because payroll runs do not process elements in the Information or Absence classifications.
- B. Define a skip rule for the earnings element that triggers processing when it finds an entry for a non-absence element because payroll runs process elements in the Information or Absence classifications.
- C. Define the earnings element as nonrecurring for the absence element because payroll runs do not process nonrecurring elements in the Information or Absence classifications.
- D. Define a skip rule for the earnings element that triggers processing when it finds an entry for the absence element because payroll runs do not process

elements in the Information or Absence classifications.

**Answer:** D

**NEW QUESTION 7**

A corporation has set up an individual compensation plan for a contribution. This contribution needs an approval hierarchy to be set up. Identify the four correct options regarding approval setup. (Choose four.)

- A. Approvals can be set up to be completed when one of the approvers takes an action such as Approve or Reject.
- B. The notifications sent to the approvers can be made actionable.
- C. Expiry, Escalation, and renew settings are possible for notifications.
- D. Reminders can be set for a fixed duration either before expiration or after assignment.
- E. Task attachments cannot be sent using email notifications.

**Answer:** ABCD

**NEW QUESTION 8**

An organization uses Compensation Statement for its workers in the UK. 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 update the 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.

**Answer:** C

**NEW QUESTION 9**

Your customer's compensation has an itemized structure. The company wants to increase the Cost of Living allowance of the employees living in the New Jersey area by 3% to compensate for the increased living costs there. Which feature of Oracle Fusion Workforce Compensation can be used to achieve this? (Choose the best answer.)

- A. Budget Pools
- B. Plan Eligibility
- C. Salary Component
- D. Action and Action Reasons
- E. Plan Access

**Answer:** C

**NEW QUESTION 10**

Identify the list builder that is used in the delivered variable allocation task that appears to all allocations. (Choose the best answer.)

- A. Position Hierarchy
- B. Dynamic Approval Group
- C. Static Approval Group
- D. Supervisory Hierarchy
- E. Auto Approval

**Answer:** A

**NEW QUESTION 10**

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.

**Answer:** ABDF

**NEW QUESTION 11**

What is the maximum number and kind of items that you can add when defining a custom category? (Choose the best answer.)

- A. three custom columns
- B. five custom columns
- C. three items
- D. three subcategories

**Answer:** B

**NEW QUESTION 15**

While implementing, you are grouping compensation items and categories for displaying them together. Therefore, when planning how to group compensation items and categories, you must consider which three options? (Choose three.)

- A. Category Type
- B. Contribution Type and Unit of Measure
- C. Level of detail
- D. Statement definitions
- E. Compensation Items
- F. Category Detail

**Answer:** ABC

**Explanation:**

Group related compensation together into compensation categories for display in total compensation statements. When planning how to group compensation items and categories for display, you must consider the following factors:

- Category type
- Contribution type and unit of measure
- Level of detail

**NEW QUESTION 17**

Which two statements are true about Base Pay? (Choose two.)

- A. For Base Pay earnings elements, eligibility is determined by the salary basis that is assigned to the worker.
- B. You attach elements at various levels in the Salary object hierarchy to create deductions and earnings that can be processed in a payroll run to calculate Base Pay.
- C. You attach a single earnings element to each salary basis to hold Base Pay earnings, and assign a salary basis to each worker to calculate Base Pay.
- D. You enter a salary basis for each worker that becomes the worker's Base Pay earnings.
- E. For Base Pay earnings elements, eligibility is determined by the deduction basis that is assigned to the worker.

**Answer:** AC

**NEW QUESTION 19**

A corporation is implementing Oracle Fusion Workforce Compensation and must set up compensation history. Identify the three correct options regarding the salary component. (Choose three.)

- A. The base rate shown in the salary section is the most recent pay rate.
- B. The base rate shown in the salary section is the average of the pay rate for the entire year.
- C. The growth rate shown in the details shows both cumulative and average annual salary growth rates.
- D. The base rate shown in the previous years is the pay rate on 31 December of each year.

**Answer:** ACD

**NEW QUESTION 20**

A corporation needs to set up a compensation plan for a vehicle allowance that will allow different amounts for different types and models of vehicles. How can you achieve the desired results? (Choose the best answer.)

- A. Configure one compensation plan and add as many options as three are allowed for vehicle types and model
- B. Define eligibility and associate the same payroll element to all the options such that an employee can use only one option.
- C. Configure as many compensation plans as there are allowed types and models of vehicles, because options cannot have eligibility profiles associated, and use different payroll elements for each of them.
- D. Configure one compensation plan, add as many options as there are allowed for different types and model
- E. Define eligibility and associate the different payroll elements to all the options such that any payroll element can be associated with only one plan and option.
- F. Configure as many compensation plans as there are different types and models, because options cannot have associated eligibility profiles, and use the same payroll element for all of them.

**Answer:** C

**NEW QUESTION 24**

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

**Answer:** BCDE

**Explanation:**

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.

**NEW QUESTION 29**

As compensation manager, you are creating a Salary compensation item to define a total compensation statement. Which two statements are correct about compensation items? (Choose two.)

- A. Compensation items are the foundation upon which the Compensation Statement is built.
- B. Compensation items cannot be used across statement definitions.
- C. Compensation items need not be mapped to the specific source from which the compensation information is retrieved.
- D. Compensation items can be added to statement definitions directly.
- E. Compensation items are added to a compensation category to include them in statements.

**Answer:** AE

**NEW QUESTION 30**

As a Fusion implementation consultant, you are configuring Fusion HCM Compensation Management module for a manufacturing client. Which three statements are correct in relation to compensation statement display options? (Choose three.)

- A. You can hide table columns.
- B. You can configure display of zero values.
- C. You cannot hide regions for graphs or descriptions at the statement definition setup level.
- D. You cannot exclude a category from the statement summary at the category setup level.
- E. You cannot include and hide the welcome message at the statement definition setup level.
- F. You can hide or show the estimated amount indicator at the category setup level.

**Answer:** BCF

**NEW QUESTION 34**

Which is the correct priority of deduction information from highest to lowest? (Choose the best answer.)

- A. 1. Personal deduction card (payroll relationship level). 2. Tax reporting unit deduction card
- B. 3. Payroll statutory unit deduction card
- C. 4. Payroll deduction range values (legislative data group level).
- D. 1. Personal deduction card (payroll relationship level). 2. Payroll statutory unit deduction card
- E. 3. Tax reporting unit deduction card
- F. 4. Payroll deduction range values (legislative data group level).
- G. 1. Payroll statutory unit deduction card
- H. 2. Tax reporting unit deduction card
- I. 3. Payroll deduction range values (legislative data group level) 4. Personal deduction card (payroll relationship level).
- J. 1. Personal deduction card (payroll relationship level). 2. Payroll deduction range values (legislative data group level) 4. Payroll statutory unit deduction card
- K. 4. Tax reporting unit deduction card.

**Answer:** A

**NEW QUESTION 39**

As an implementation consultant, you have created compensation items for the total compensation statement but have not attached them to compensation categories.

In this situation, which statement is correct? (Choose the best answer.)

- A. You can add items to statement definitions directly.
- B. To include items in statements you must add items to a compensation category.
- C. You cannot add items to statement definitions directly, and you cannot add items to a compensation category.
- D. You can add items to statement definitions directly, and to include items in statements you must add items to a compensation category.

**Answer:** B

**NEW QUESTION 41**

A corporation needs to set up a compensation plan for a Housing allowance that will allow the company to grant these allowances to only employees above a particular role.

Identify the option that indicates the correct way of implementing it. (Choose the best answer.)

- A. Set up role-based security to the individual compensation work area so that only managers are allowed.
- B. Set up access restrictions to the individual compensation plan using the correct HR action so that it can be added only to the specific roles.
- C. The payroll administrator must add the element to the employees in the specified roles, because this cannot be achieved through configuration.
- D. Set up a salary basis and restrict the eligibility to the required roles.

**Answer:** C

**NEW QUESTION 44**

What happens if eligibility requirements are different for components than they are for a plan? (Choose the best answer.)

- A. Component-level eligibility is ignored and a warning is reported.
- B. Plan-level eligibility is evaluated before component-level eligibility.
- C. Component-level eligibility is evaluated before plan-level eligibility.
- D. This is not possible.
- E. Component-level eligibility is always identical to plan-level eligibility.
- F. Plan-level eligibility is ignored and a warning is reported.

**Answer:** B

**NEW QUESTION 46**

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, possible 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.

**Answer:** E

**Explanation:**

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.

**NEW QUESTION 48**

As an implementation consultant, you are required to define the total compensation statement. You are creating the statement definitions for your compensation statement.

Which three statements are true about the statement definitions? (Choose three.)

- A. The statement definition acts as a template and determines the layout and content of the generated statement.
- B. The statement definition consists of compensation items added to compensation categories.
- C. Multiple legal employers, multiple countries, and multiple currencies cannot be included in one statement.
- D. Compensation items with sources belonging to different legal employers cannot be added.
- E. Reusing statement definitions by creating new statement periods and then modifying the definition for subsequent periods is not possible.
- F. Edits to compensation categories affect all statement definitions that use that category.

**Answer:** ABE

**NEW QUESTION 52**

You are configuring a plan cycle date that should be visible to managers on the Approvals tab so that they can submit their worksheets before that date. But you do not want to enforce the date because you want the managers to be able to submit their worksheets even after the date is past. Which date should you use? (Choose the best answer.)

- A. HR extraction date
- B. currency conversion date
- C. default date due
- D. evaluation period start and end dates
- E. worksheet update start and end dates

**Answer:** C

**NEW QUESTION 54**

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 need not 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.

**Answer:** A

**NEW QUESTION 55**

While validating the Workforce Compensation Plan Setup, the compensation administrator encounters the following Warning: "At least one column that adjusts salary is enabled but no components to be posted as salary are selected." What should the compensation administrator do to eliminate this warning? (Choose the best answer.)

- A. In Configure Worksheet Page Layout, navigate to the Compensation tab > Detail tab and on the Element Mapping tab of Eligible Salary Column Properties, select Yes for Post as Salary.
- B. In Configure Worksheet Page Layout, navigate to the Compensation tab > Detail tab and on the Element Mapping tab of Percentage of Eligible Salary Column Properties, add an Element.
- C. In Configure Worksheet Page Layout, navigate to the Compensation tab > Detail tab and on the Element Mapping tab of Compensation Amount Column Properties, select Yes for Post as Salary.
- D. In Configure Worksheet Page Layout, navigate to the Compensation tab > Detail tab and enable Compensation Amount.
- E. In Configure Worksheet Page Layout, navigate to the Compensation tab > Detail tab and enable Eligible Salary.

**Answer:** C

**NEW QUESTION 56**

Your customer wants to configure a workforce compensation plan with multiple cycles. Identify two correct statements about plan cycles. (Choose two.)

- A. A plan can have multiple compensation cycles, each with unique period dates.
- B. A plan can have multiple compensation cycles, each with same period dates.

- C. You can duplicate a cycle and specify the number of months to advance all dates.
- D. Each plan that requires a different cycle must be created manually.

**Answer:** AC

#### NEW QUESTION 57

A worker complains to the Human Resources department that the total amount does not add up to the amount of salary received in the bank. The department informs the worker that certain items that are shown in the Compensation Statement do not comprise the actual amount paid. The department now wants to make the statement more relevant to workers to avoid such situations.

What should you do to accommodate this requirement? (Choose the best answer.)

- A. For each item, specify the Excluded from Gross amount option to indicate that this compensation is not the actual amount paid.
- B. For each item, specify the Estimated amount option to indicate that this compensation is not the actual amount paid.
- C. For each item, specify the Unpaid amount option to indicate that this compensation is not the actual amount paid.
- D. For each item, specify the Indicative amount option to indicate that this compensation is not the actual amount paid.

**Answer:** B

#### NEW QUESTION 61

You want to use the Workforce Compensation Budget pool for a workforce compensation plan. Select the tasks to be performed, in the correct sequence. (Choose the best answer.)

- A. Configure the workforce compensation budget pool, Configure the workforce compensation plan details, Run the Start Compensation Cycle process, Create the workforce compensation plan, Create at least one worksheet compensation component and associate the budget pool with it.
- B. Create the workforce compensation plan, Configure the workforce compensation budget pool, Configure the workforce compensation plan details, Create at least one worksheet compensation component and associate the budget pool with it, Run the Start Compensation Cycle process
- C. Create the workforce compensation plan, Configure the workforce compensation plan details, Configure the workforce compensation budget pool, Create at least one worksheet compensation component and associate the budget pool with it, Run the Start Compensation Cycle process.
- D. Create the workforce compensation plan, Configure the workforce compensation budget pool, Create at least one worksheet compensation component and associate the budget pool with it, Configure the workforce compensation plan details, Run the Start Compensation Cycle process.
- E. Run the Start Compensation Cycle process, Create the workforce compensation plan, Configure the workforce compensation budget pool, Create at least one worksheet compensation component and associate the budget pool with it, Configure the workforce compensation plan details.

**Answer:** C

#### NEW QUESTION 62

Identify the four correct options about the summary tables in the compensation history. (Choose four.)

- A. The Salary summary table gives detailed information about salary history, percentage change, compa-ratio, and growth rate.
- B. The Stock summary table gives detailed information about grant date and price, granted, vested, and unvested shares, and the estimated value of unvested shares.
- C. The summary table of other compensation gives detailed information about effective date, amount, currency, and grand total information about all awards.
- D. The summary table of recruiting payments gives detailed information about effective date, amount, currency, and grand total information for an individual award or compensation amounts.
- E. The summary table of payroll elements gives detailed information about element, input value, actual value and the grand total for the year.

**Answer:** ABDE

#### NEW QUESTION 66

An employee of a corporation is on a weekly payroll with an hourly rate of 20 USD. Identify the correct option for the frequency shown in the base rate of compensation history. (Choose the best answer.)

- A. hourly, because the employee has hourly pay
- B. weekly, because the employee is on a weekly payroll
- C. annually, because the history must always be shown with annual amounts
- D. the frequency of the employee's salary basis

**Answer:** B

#### NEW QUESTION 68

How would you control the task of determining if a person is eligible for a compensation plan? (Choose the best answer.)

- A. a mix of element eligibility and eligibility profiles
- B. through element eligibility only, never with eligibility profiles
- C. with the eligibility profiles, never through element eligibility
- D. either with eligibility profiles or through element eligibility

**Answer:** A

#### NEW QUESTION 70

You have created a compensation plan and configured the plan details. However, when you try to run the "Start Compensation Cycle" process, you are not able to see the plan you created in the list that appears.

Which three options could be possible reasons for this? (Choose three.)

- A. Your user role does not have access to view the plan.
- B. The compensation administrator or equivalent role is not attached to your plan.
- C. Access to the compensation administrator role is restricted in Plan Access.

- D. Restrict Plan access is set to "NO"; however, the roles that are allowed are not specified.  
E. Restrict Plan access is set to "Yes" and the compensation administrator role is added to the list of roles in "Plan access from Compensation work area."

**Answer:** ACE

**Explanation:**

Your user role does not have access to view the plan. Check the Configure Plan Access task for the plan and verify the access for the compensation administrator role is not restricted. Also, verify that your user has the compensation administrator role or the proper security to run compensation batch processes.

**NEW QUESTION 72**

Your client wants you to create a single Compensation Change statement that includes compensation awarded for multiple plans. What would you, as an implementation consultant, advise your client? (Choose the best answer.)

- A. Create a Compensation Statement Plan with cross-references to compensation awarded in each plan.  
B. Create a custom data model that can pull compensation awarded from different plans and display the data using a BI publisher layout.  
C. Create a separate Change statement template for this purpose and associate it with the Statement group for which this is required.  
D. This is possible only in the on-premises model using customization and is not possible in an SaaS instance.  
E. Therefore, you would respond accordingly to the client.

**Answer:** C

**NEW QUESTION 73**

Identify the four components that can be included in a fast formula. (Choose four.)

- A. Output statement  
B. Input statement  
C. Comments  
D. Assignment statements  
E. Symbolic variables  
F. Conditions

**Answer:** BCDF

**NEW QUESTION 76**

The Compensation and Benefits policy defined for your organization limits contingent workers from getting an increment as part of the Annual Salary Review. As a result, the contingent workers are excluded in the eligibility profile and ineligible workers are not tracked as part of the Annual Salary Review Compensation Plan. A recent change to this policy enforced a minimum increment for the entire contingent worker population. Consequently, the compensation administrator ran the Refresh Data process to update the worksheets and include the contingent workforce but none of the contingent workers are included. What should the compensation administrator do to bring the contingent workers into the manager's compensation worksheet? (Choose the best answer.)

- A. Rerun the Refresh Workforce Compensation Data process by selecting Refresh Option – Reevaluate Eligibility.  
B. Update the eligibility profile to include the contingent workers and rerun the Refresh Workforce Compensation Data process by selecting Refresh Option - Reevaluate Eligibility.  
C. Update the eligibility profile to include the contingent workers and run the Start Workforce Compensation Cycle process.  
D. Run the Start Workforce Compensation Cycle process.

**Answer:** B

**NEW QUESTION 79**

The compensation administrator wants to run the batch process to administer the compensation cycle. Which are the four valid batch processes in terms of the compensation module? (Choose four.)

- A. Start Workforce Compensation Cycle  
B. Refresh Workforce Compensation Data  
C. Transfer Workforce Compensation Data to HR  
D. Adjust Workforce Compensation Enrollment Window  
E. Back Out Workforce Compensation Data  
F. Evaluate Workforce Compensation Participation

**Answer:** ABCE

**NEW QUESTION 83**

A corporation has implemented Oracle Fusion Workforce Compensation for a manufacturing client. As an implementation consultant, you are required to set up the Deduction elements to capture the employee's personal contributions.

Which four can be categorized as Deduction components corresponding to payroll deduction elements? (Choose four.)

- A. Wage basis rules  
B. References for calculation factors  
C. Deduction group  
D. Elements  
E. Input values  
F. Flat amount  
G. Balance feeds

**Answer:** ABCD

**NEW QUESTION 85**

Identify the two valid formula types applicable for Workforce Compensation Plans. (Choose two.)

- A. Compensation Currency Selection
- B. Compensation Organization Selection
- C. Compensation Item Selection
- D. Compensation Person Selection
- E. Compensation amounts Selection

**Answer:** CE

**NEW QUESTION 89**

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. Compensation Analyst
- B. Compensation Executive
- C. Compensation Specialist
- D. Compensation Manager

**Answer:** A

**NEW QUESTION 92**

As an implementation consultant, you are required to define a total compensation statement. You are creating the compensation items for the same. Which four source types are available for selection while creating a compensation item for the total compensation statement? (Choose four.)

- A. Element Entry
- B. Benefit Balance
- C. Formula
- D. Payroll Balance
- E. Deduction Range
- F. Input Value

**Answer:** ABCD

**NEW QUESTION 97**

If you enable Performance Ratings and rate workers within Workforce Compensation, which two statements are true? (Choose two.)

- A. Managers can rate workers as they allocate compensation.
- B. These ratings are used across compensation plan and cycles.
- C. The ratings are transferred to the Performance Management system or to HR.
- D. You can display compensation ratings given in the previous plan cycle as a column in the worksheet.

**Answer:** AD

**NEW QUESTION 98**

Your customer provides compensation such as salary, bonus earnings (paid twice a year), commissions, stock options, and company-paid taxes to its workers. The customer wants you to implement Compensation Statements with graphs. Which three values of the graph column will you exclude? (Choose three.)

- A. Dates
- B. Monetary Values
- C. more than one nonmonetary unit of measure
- D. Non Monetary Values
- E. Text

**Answer:** ADE

**NEW QUESTION 101**

Which two are element classification types? (Choose two.)

- A. Primary
- B. Secondary
- C. US-only
- D. International
- E. Global

**Answer:** AB

**NEW QUESTION 106**

What are the two correct options with respect to budgeting when the salary has multiple components? (Choose two.)

- A. Budgets can be separate for each component.
- B. Budgets cannot be separate for each component.
- C. Multiple components can have a single budget.
- D. Multiple components cannot have a single budget.

**Answer:** AC

**Explanation:**

If you use budgeting, you can have separate budgets for each component or link multiple components to a single budget. You can also link budgets to off-cycle compensation plans. For example, you can give a manager a single annual budget amount and draw both focal and off-cycle awards from the same budget pool. Once you enable budgeting, you configure how data displays on the budget page, such as data display order, available menu actions, and text instructions to the managers. Also, you can copy a budget page layout from another plan.

**NEW QUESTION 107**

A corporation has implemented Oracle Fusion Workforce Compensation. A custom element was created to capture the entry value for four input values. Data load is performed by the Batch Loader, but the associated Daily Business Intelligence (DBI) is returning the entry value corresponding only to the first input value. Identify the option that will enable the DBI to return all the input variables. (Choose the best answer.)

- A. Delete the existing element link and create a new element link, which will automatically create all four input values.
- B. Create a new element from scratch.
- C. This scenario cannot be implemented.
- D. Create status processing rules for the input values.

**Answer:** B

**NEW QUESTION 112**

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

**Answer:** ADE

**NEW QUESTION 114**

Identify the three correct statements for an alternate approver hierarchy. (Choose three.)

- A. By defining alternate approvers, you replace the standard approval hierarchy for a manager with a new set or sequence of approvers.
- B. The alternate approver must be a part of the regular plan hierarchy.
- C. You can create multiple approvers for the same manager.
- D. The highest Approval sequence is the final approver.

**Answer:** ACD

**Explanation:**

By defining alternate approvers, you replace the standard approval hierarchy for a manager with a new set or sequence of approvers. The alternate approver does not have to be a part of the regular plan hierarchy. You can create multiple approvers for the same manager by identifying the specific individuals and using the approval sequence to determine the order in which approvals occur. The highest sequence is the final approver. Alternate hierarchies are commonly used when approval control transitions from managers to the HR department.

**NEW QUESTION 118**

While administering compensation, the managers in the organization want to first allocate compensation to the outstanding performers with compa-ratio less than 80 and, therefore, want to view only this population. How would you, as a consultant, help the managers to achieve this? (Choose the best answer.)

- A. Use the Advanced Filter option in the worksheet to create a custom condition.
- B. Control the population by using eligibility profiles.
- C. Use the sort feature in the worksheet to control this.
- D. This cannot be done once the population is finalized and the compensation cycle is started.

**Answer:** A

**NEW QUESTION 123**

Your client's organization is a multi-country organization with headquarters in the US, and managers have direct reports in different countries. In which three ways can the compensation currency be displayed? (Choose three.)

- A. Preferred currency
- B. Each employee's local currency
- C. The corporate currency
- D. Only one currency can be displayed

**Answer:** ABC

**NEW QUESTION 128**

The compensation plan that is implemented for your customer has a column that defaults based on a dynamic column. However, as per the customer's requirement, if the value in this column is manually updated in the worksheet by a manager, there should not be any further changes made to it automatically when the "Refresh Data" process is run. How can a compensation administrator achieve this? (Choose the best answer.)

- A. by setting up the properties of the column as updatable only once
- B. by deselecting the Refresh Data triggering event in the dynamic column
- C. by deselecting the Start Compensation Cycle triggering event in the dynamic column
- D. by deselecting the Change Worksheet Data triggering event in the dynamic column

**Answer:** B

**NEW QUESTION 133**

While working on a budget sheet or a compensation worksheet, a manager chooses to use the “Export to Excel workbook” option to do his or her work. Which four of the following steps would he or she need to perform upon clicking the “Export to Excel workbook” option and prior to finalizing his or her proposal and submitting it for approval? (Choose four.)

- A. Download and authenticate workbooks.
- B. Edit the workbook data.
- C. Filter the edits and upload only the edited fields.
- D. Resolve errors created by the uploaded file.
- E. Upload filter the workbook to include only employees whose data has been modified in the workbook, prior to uploading the file.
- F. Repeat the steps as many times as necessary to accommodate the revisions.

**Answer:** ACDE

**NEW QUESTION 135**

You are the compensation manager of a corporation. Which four tasks can you perform while administering compensation for your workforce? (Choose four.)

- A. Create and manage models for use by line managers or by administrators to distribute compensation directly to employees.
- B. Override line manager allocations, job changes, and performance ratings.
- C. Maintain currency rates and access to plans from the watchlist.
- D. Override line manager allocations, job changes, and performance ratings.
- E. Analyze plan results.
- F. Run processes to initiate a compensation cycle.

**Answer:** ABDF

**NEW QUESTION 136**

You create a compensation plan and attach a Compensation Performance rating model to it. While the manager is allocating compensation, he specifies a rating for each of the employees under him. Where will the rating specified by the manager be available? (Choose the best answer.)

- A. Only within the current compensation plan and all cycles associated with it
- B. Only within the current compensation plan and the current cycle
- C. To the current compensation plan and the Performance Management system
- D. To the current compensation plan and HR system

**Answer:** A

**NEW QUESTION 137**

As an implementation consultant, you are defining entry values for an element in the Fusion application. Which statement is true about selecting the rules for the element’s entry value? (Choose the best answer.)

- A. An element with the Automatic Entry option selected cannot allow multiple entries in the same period.
- B. An element with the Automatic Entry option selected can allow multiple entries in the same period.
- C. An element with the Automatic Entry option not selected cannot allow multiple entries in the same period.
- D. An element with the Automatic Entry option selected can allow multiple entries in the same period, and an element with the Automatic Entry option not selected cannot allow multiple entries in the same period.

**Answer:** A

**NEW QUESTION 138**

A corporation is implementing Oracle Fusion Workforce Compensation and needs to give a spot bonus for a new hire as well as give the same for special recognition for employees.

Identify the correct option that will enable the organization to achieve the desired results. (Choose the best answer.)

- A. Configure the spot bonus as an individual compensation plan and add “Hire” as an action
- B. Then, after an employee is hired, this plan can be added to employees anytime.
- C. Configure the spot bonus as an individual compensation plan and add “Hire” as an action so that for HR action “Hire”, this bonus can be added
- D. Also add “Manage Individual Compensation,” which will enable Managers to add it to reportees.
- E. Configure the spot bonus as an individual compensation plan and add “Hire” as an action so that for HR action “Hire,” this bonus can be added
- F. Also add “Manage Contributions,” which will enable managers to add it to reportees.
- G. Configure the spot bonus as an individual compensation plan and add “All” as an action so that this plan can be added to anyone at any time.

**Answer:** D

**NEW QUESTION 140**

A manager publishes budgets as amounts to the managers reporting to him. The following table shows the allocations made to each direct report (managers) and the total salaries of the employees in their chain.

Direct Report	Total eligible Salary	Allocated Budget amount	Calculated Budget percentage
Manager 1	\$ 100,000	\$ 10,000	10%
Manager 2	\$ 500,000	\$ 50,000	10%
Manager 3	\$ 400,000	\$ 40,000	10%
Total	\$ 1,000,000	\$ 100,000	10%

Now, one of Manager 2's employees with eligible salary of \$ 100,000 is reassigned to Manager 3. What will be the impact on Budget Percentage? (Choose the best answer.)

- A. No impac
- B. The budget allocated to the employee will automatically be allocated to Manager 3. Budget percentage will remain as 10.
- C. Allocated budget will not chang
- D. Budget percentage of Manager 2 will increase to 12.5% and Manager 3 will decrease to 8%.
- E. Allocated budget will not chang
- F. Budget percentage of Manager 3 will increase to 12.5% and Manager 2 will decrease to 8%.
- G. Budget allocated for the employee will be released back to the manager for reallocatio
- H. Budget percentage will remain unchanged.

**Answer: B**

**NEW QUESTION 145**

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

**Answer: B**

**NEW QUESTION 149**

After creating a compensation plan and eligibility profiles, you are currently modeling the budget allocation. The HR manager informs you that one employee under Supervisor 1 has been seconded to a different country on a temporary basis with no changes to his employment terms and that this employee must be removed from the budgeting exercise.

What is the correct way of achieving this? (Choose the best answer.)

- A. Use the Edit button in the Employee's included area while creating a model to exclude the employee.
- B. Modify the eligibility profile by using a formula to exclude the employee from appearing under Supervisor 1. After the compensation cycle is completed, revert the eligibility profile to its original from, if needed.
- C. Advise Supervisor 1 not to allocate any compensation for the employe
- D. In the meanwhile, manually adjust the budget allocated to Supervisor 1 to exclude the employee's amount.
- E. Use the Include check box next to the employee's name in the Budget worksheet to exclude the employee from the cycle.

**Answer: C**

**NEW QUESTION 154**

An administrator of a corporation must generate the compensation statements for the workers to notify them about their compensation details. Identify the correct role that will give the administrator access to complete the process. (Choose the best answer.)

- A. Compensation Administrator
- B. Compensation Manager
- C. Line Manager
- D. HR Specialist

**Answer: C**

**NEW QUESTION 156**

Which three dates are mandatory while creating plan cycles? (Choose three.)

- A. Evaluation Period Start Date
- B. Worksheet Update Period Start Date
- C. Plan Access Start Date
- D. HR Data Extraction Date
- E. Performance Rating Date
- F. Default Due Date

**Answer: ABC**

**NEW QUESTION 157**

An Organization tracks compensation that is not stored in the Benefit Balance, Element Entry, External Data, and Payroll Balance source types. Which three statements are true about configuring Compensation Items for a Compensation Statement? (Choose three.)

- A. Currency can be used as Context when implementing the source type for such Items.
- B. Effective Date can be used as Context when implementing the source type for such Items.
- C. Legislative Data Group ID can be used as Context when implementing the source type for such Items.
- D. Manager ID can be used as Context when implementing the source type for such Items.
- E. Person ID can be used as Context when implementing the source type for such Items.

**Answer:** ABC

#### NEW QUESTION 162

A corporation is implementing Oracle Fusion Workforce Compensation and the new salary basis is being created. For an hourly paid employee, which option is true regarding the Annualization factor in the salary basis? (Choose the best answer.)

- A. For all hourly paid employees, a new salary basis needs to be created and associated that uses a frequency of "Hourly," and the Annualization factor will be the number of hours in a work year.
- B. Whether the employee is paid hourly or not, the Annualization factor is the multiplication factor used to convert base pay at the selected frequency to an annualized amount
- C. So any frequency can be used and the corresponding Annualization factor can be determined.
- D. The Annualization factor used in salary basis is only for display purposes
- E. The amount that is paid to the worker is always determined by the pay period on the payroll linked to worker's assignment.
- F. The Annualization factor used in a salary basis is only for display purposes
- G. The amount that is paid to the worker is always determined by the sum of all the components of the salary basis multiplied by 12.

**Answer:** D

#### NEW QUESTION 163

A corporation has implemented Oracle Fusion Workforce Compensation. The consultant creates multiple elements to meet the business requirements. Which three statements will help him to make a decision about the element classification? (Choose three.)

- A. Primary classifications are provided mainly to reflect tax legislation.
- B. Secondary classifications are subsets of the primary classifications.
- C. Predefined primary classifications cannot be removed or changed.
- D. Predefined secondary classifications can be removed or changed.
- E. Elements can have multiple primary and multiple secondary classifications.

**Answer:** ABC

#### NEW QUESTION 167

Your client has a requirement where work-at-home assignments are not eligible for an employee compensation revision cycle. To facilitate capturing work-at-home assignment, you have created a custom column and associated a List of Values (LOV) with values "Yes" and "No". Now you wish to create an eligibility profile around this. Which is the correct option? (Choose the best answer.)

- A. User-defined-criteria-based eligibility profile on "Work-at-home" and value = "Yes" with exclude option selected
- B. User-defined-criteria-based eligibility profile on "Work-at-home" and value = "Yes" with exclude option deselected
- C. User-defined-criteria-based eligibility profile on "Work-at-home" and value = "No" with exclude option selected
- D. Derived-factor-based eligibility profile based on the "Work-at-home" column

**Answer:** A

#### NEW QUESTION 169

As an implementation consultant, you are required to define a total compensation statement. You are creating the compensation items for Salary, Merit Increase, and so on. Identify one set of values that Compensation Items can hold. (Choose the best answer.)

- A. Monetary, Nonmonetary, Date, Text
- B. Monetary, Nonmonetary, Timestamp, Text
- C. Monetary, Timestamp, Boolean
- D. Monetary, Nonmonetary, Date, Boolean

**Answer:** B

#### NEW QUESTION 174

Which five tasks can be performed by a compensation manager? (Choose five.)

- A. Allocate compensation.
- B. Promote and rate worker performance while allocating compensation.
- C. Determine compensation amounts offline by downloading details to a spreadsheet.
- D. Review and approve work of Superior Manager.
- E. Generate company-configured compensation change statements to notify workers of a compensation award, job change, or performance rating assignment.
- F. Analyze proposed changes for equity among peer groups and by manager, alignment with the market, and pay for performance strategies.

**Answer:** ABCEF

#### NEW QUESTION 179

You are responsible for configuring variable allocations to manage approvals for individual compensation plans. Your company wants to control plan availability by using defaults. What are the default attributes of the actionable Variable Allocation task? (Choose the best answer.)

- A. The task is only for notification and has no rules.
- B. The task applies to all allocations, uses two levels of the Supervisory list builder, and does not require a response from the current approver.

- C. The task applies to selected allocations, uses two levels of the Supervisory list builder, and requires a response from the current approver.  
D. The task applies to all allocations, uses two levels of the Supervisory list builder, and requires a response from the current approver.

**Answer: C**

**NEW QUESTION 184**

As an implementation consultant, you want to override the currency on the item definition. The United States Dollar currency is currently specified on it. This needs to be overridden to the Indian Rupee. What are the two approaches that you should use to override the currency of the compensation item from the United States Dollar to the Indian Rupee? (Choose two.)

- A. Define a formula that retrieves compensation and specifies currency as the Indian Rupee.  
B. Define the source type as Benefit Balance, which has currency specified in the Indian Rupee.  
C. Define a Category that includes the item and has currency defined as the Indian Rupee.  
D. Define a Compensation Statement Definition that includes the item and has currency defined as the Indian Rupee.

**Answer: B**

**NEW QUESTION 187**

You are configuring a work-administered individual compensation plan where your workers can enroll in the plan anytime during the year, but can discontinue their contributions only in the month of March each year. How should you achieve this? (Choose the best answer.)

- A. Select specific HR actions such as transfer, promotion, and new hire for the plan with access level for each action allowed during a specific period.  
B. Do not select any additional actions other than Manage Contributions with access level as Create: Always allowed; Update: Allowed during a specified period; Discontinuing: Never allowed.  
C. Make the plan available for all actions in the list with access level for each action Always allowed.  
D. Do not select any additional actions other than Manage Contributions with access level for each action as Create: Always allowed; Update: Never allowed; Discontinuing: Allowed during a specified period.

**Answer: D**

**NEW QUESTION 191**

A corporation has implemented Oracle Fusion Workforce Compensation. The consultant must now create an element eligibility link for an Earnings element. While creating the element eligibility link, which three options can be set up in the element eligibility work area? (Choose three.)

- A. general information  
B. input values  
C. costing  
D. status processing rules  
E. retroactive components  
F. auto indirect rules

**Answer: BCF**

**NEW QUESTION 194**

Which two methods can be used by the compensation administrator to publish budgets? (Choose two.)

- A. Publish budgets manually.  
B. Copy budget amounts from a previous cycle.  
C. Use a model to distribute budgets.  
D. Publish budgets automatically by running the Build Model process.

**Answer: AC**

**NEW QUESTION 196**

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.

**Answer: ABC**

**NEW QUESTION 198**

As a compensation executive, you are required to upload stock data sent by a vendor of a corporation into the Fusion application. Which option is the correct method to do so? (Choose the best answer.)

- A. Manage Stock Grants >> Import Items  
B. Manage Stock Grants >> Import Category  
C. Manage Stock Grants >> Import Source  
D. Manage Stock Grants >> Prepare Import Spreadsheet

**Answer: D**

**NEW QUESTION 202**

What classification can you use if employees submit timecards and you want absences taken by these employees to show on the statement of earnings? (Choose the best answer.)

- A. Either Absence or Information Classification
- B. Absence Classification
- C. Standard Earnings Classification
- D. Information Classification
- E. Either Standard Earnings or Absence Classification
- F. Any classification will result in the absences showing

**Answer: C**

**NEW QUESTION 204**

You can use predefined alerts to notify managers about issues on the worksheet that need their attention. Which four predefined alerts are available? (Choose four.)

- A. Salary changed in HR
- B. Allocation outside target range
- C. Grade changed in HR
- D. Job changed in HR
- E. Worker was terminated
- F. Worker is on long-term leave

**Answer: ABCE**

**NEW QUESTION 209**

Your customer has employees located in four countries (Unites States, Japan, India, and Germany) and each country has a specific salary range. How would you configure the salary bases? (Choose the best answer.)

- A. Create one salary basis and four different grade rates, and attach the grade rate to the salary basis at the employee level.
- B. Create four salary bases and one grade rate, and define different ranges for the same grade rate while attaching the grade rate to the salary bases.
- C. Create four salary bases and four grade rates, and attach the grade rates to the salary bases.
- D. Create one salary basis and one grade rate, and define different ranges for the salary basis at the employee level.

**Answer: C**

**NEW QUESTION 213**

A corporation implemented Oracle Fusion Workforce Compensation. A Salary Basis has been created and attached to the workers and a Compensation cycle has been run. The corporation now wants to use a different Grade rate for the salary basis. Which option is true? (Choose the best answer.)

- A. After the salary basis is associated with any worker, you cannot delete it or modify any characteristic. Therefore, a new Salary Basis must be created with a new Grade rate.
- B. A new Grade rate can be created and the Salary basis can be modified to include it.
- C. No new Grade rate can be created.
- D. The salary of an employee is based on the grade to which the employee is assigne
- E. Therefore, nothing has to be changed at the salary basis level once it has been create
- F. Employee data must be modified to reflect the new grade.

**Answer: D**

**NEW QUESTION 216**

Which three statements are true about payroll deductions? (Choose three.)

- A. Wage basis rules are defined at the personal level and the context value for the rule is captured on the deduction card.
- B. The rates and rules that are defined on a personal deduction card cannot override the values that are defined in the deduction ranges at the legislative level.
- C. A personal deduction card contains person-specific information that is used to calculate the deduction amount.
- D. The deduction element's status processing rule drives the calculation, accessing the rates and rules that are defined for the related payroll deduction and the values that are captured on a personal deduction card.
- E. A payroll deduction comprises the rates and rules that are used to calculate the deduction amount.

**Answer: ADE**

**NEW QUESTION 220**

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