

Exam Questions 1z0-1049

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 manger 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 triggere
- E. This process has to complete successfully before the new data can be downloaded.

Answer: D

NEW QUESTION 3

Which alert is advised to be disabled when you are using HCM co-existence between Oracle PeopleSoft HCM and Oracle Fusion Compensation? (Choose the best answer.)

- A. Allocation exceeding target
- B. Employee termination
- C. Leave of Absence
- D. Any custom alert

Answer: C

NEW QUESTION 4

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 5

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 6

When compiling Fast Formula, you receive the error message "Database item PER_ASG_ATTRIBUTE3 must have a DEFAULT statement because it was specified that null or not found is allowed."

What is the cause of the error? (Choose the best answer.)

- A. misuse of context
- B. uninitialized variable
- C. incorrect operator usage
- D. syntax error

Answer: C

NEW QUESTION 7

When initiating an award, what is correct regarding possible workflow tasks? (Choose the best answer.)

- A. You may use either VariableAllocationTask and VariabeAllocationFYITask
- B. You must use VariableAllocationTask and not VariableAllocationFYITask.
- C. You must use VariableAllocationFYITask and not VariableAllocationTask.
- D. You must use VariableAllocationTask and edit the rules if using only for notification.

Answer: C

NEW QUESTION 8

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 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

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 10

Which item is false regarding plan access? (Choose the best answer.)

- A. Compensation administrators have access to all plan configuration tasks for all plans.
- B. Compensation managers have access to the budget sheet and worksheets for all plans and employee administration tasks.
- C. A compensation administrator's general access cannot be overridden.
- D. A compensation administrator's general access can be overridden using roles.

Answer: C

NEW QUESTION 13

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 18

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 23

Your customer wants line managers to be able to access the active workforce compensation plan during the first three months of the Plan period, but not to update it. The evaluation period start and end dates for the plan are January 1 to December 31 of the year. How should you set this up? (Choose the best answer.)

- A. Configure Plan access start and end dates from January 1 to March 31 of the year and Worksheet update period start and end dates from April 1 to December 31 of the year.
- B. Configure Worksheet update period start and end dates from January 1 to March 31 of the year and Plan access start and end dates from April 1 to December 31 of the year.
- C. Configure Plan access start and end dates from January 1 to December 31 of the year.
- D. Configure Worksheet update period start and end dates from January 1 to December 31 of the year.

Answer: A

NEW QUESTION 28

What additional action would you recommend to your customer for worker-administered plans to control plan availability in addition to HR actions? (Choose the best answer.)

- A. Manage Individual Contribution
- B. Manage Contributions
- C. Manage Variable Allocations
- D. Manage Worker Contributions
- E. Allocate Workforce Compensation

Answer: E

NEW QUESTION 32

A corporation is implementing Oracle Fusion 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. Set up different salary bases for different grades with the same payroll element
- B. The frequency of both salary basis and the grade rate should match.
- C. Set up different salary bases for different grades and different payroll elements, because the payroll element can be attached to only one salary basis
- D. The frequency of both salary basis and grade rate should match.
- E. Set up different salary bases for different grades with the same payroll element
- F. The frequency of both salary basis and grade rate need not match.
- G. Set up different salary bases for different grades and different payroll elements, because the payroll element can be attached to only one salary basis
- H. The frequency of both salary basis and grade rate need not match.

Answer: B

NEW QUESTION 37

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 car
E. 3. Tax reporting unit deduction car
F. 4. Payroll deduction range values (legislative data group level).
G. 1. Payroll statutory unit deduction car
H. 2. Tax reporting unit deduction car
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 car
K. 4. Tax reporting unit deduction card.

Answer: A

NEW QUESTION 42

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 47

What happens when you define Workforce Compensation Plan components but the employees to whom the compensation change is being administered does not have any component in his or her salary? (Choose the best answer.)

- A. The sum of all components identified to be posted as salary is posted as a single salary adjustment amount to the employee's salary record.
B. The first component is automatically mapped to the salary and the amount associated with this component is posted as a salary adjustment to the employee record.
C. The last component is automatically mapped to the salary and the amount associated with this component is posted as a salary adjustment to the employee record.
D. The component adjustment is not posted as a salary adjustment to the employee's record.
E. While designing the compensation plan, it has to be kept in mind that the plan components must have a direct mapping with the employee's salary components.

Answer: C

NEW QUESTION 51

Your customer is planning to configure an Individual Compensation Company Car Plan to include only the Sales department employees. The customer also wants to restrict luxury model vehicles to executive positions.

Which three statements are true about accomplishing this? (Choose three.)

- A. Create an eligibility profile to include only the Sales department and attach it to Company Car Plan.
B. Create an eligibility profile to include executive positions and attach it to Company Car Plan.
C. Create an eligibility profile to include the Sales department and the executive positions and attach it to Company Car Plan and the Luxury models option.
D. Create an eligibility profile to include the executive positions and attach it to the Luxury models option.
E. You cannot achieve this because you cannot attach eligibility profiles with Plan and Option.
F. You can attach eligibility profiles with Plan, Option, or both.

Answer: ABC

NEW QUESTION 52

An administrator of a corporation needs to view a worker's salary basis, change it, view the salary history, and do a graphical analysis of changes made to the salary. However, the administrator is not able to do these things.

Identify the three correct roles that will give the administrator access to complete the process. (Choose three.)

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

Answer: ABC

NEW QUESTION 57

Employee X was hired on 5 March 2014 as a Web Designer and was reporting to Manager Y. On 10 September 2014, this employee was transferred to Manager Z to work as an Online Campaign designer. The company where Employee X works is doing a compensation cycle for the current year starting 1 October 2014. The employee record set up in the plan setting is "Employment terms," while the Legal Employer of Employee X uses a two-tier model.

On which manager's worksheet does Employee X appear? (Choose the best answer.)

- A. Manager Y, because this is the original manager of Employee X.
B. Manager Z, because this is the current manager to whom Employee X is reporting.
C. Both Manager Y and Manager Z, because he has worked under both of them during the current cycle.
D. Employee X does not appear on any manager's sheet, because he will not be evaluated by the compensation plan.

Answer: D

NEW QUESTION 60

Which four tasks are part of Worksheet Configuration Options? (Choose four.)

- A. Models
- B. Components
- C. Performance ratings
- D. Compensation change statements
- E. Alerts
- F. Plan cycles

Answer: BCDE

NEW QUESTION 65

Which three statements are true regarding plan cycles? (Choose three.)

- A. All active plans are available to be cross-referenced, even plans with no started cycles.
- B. You can display a target amount or custom score from a previous plan cycle in the current plan cycle.
- C. Active plans are available to be cross-referenced, except plans with no started cycles.
- D. You cannot display a target amount or custom score from a previous plan cycle in the current plan cycle.
- E. You can reference a plan within itself to display values from a previous plan cycle in a subsequent cycle.

Answer: ABE

Explanation:

All active plans are available to be cross referenced, even plans with no started cycles. You can also reference a plan within itself to display values from a previous plan cycle in a subsequent cycle. For example, you can display a target amount or custom score from a previous plan cycle in the current plan cycle so that managers are aware of that data when making a current compensation decision.

You cannot select a default value for a column by cross-referencing a column from another plan if you have selected values for the Default Value, Default and Override Formula, or Compensation Derived Factor fields on the Configure Column Properties dialog box.

NEW QUESTION 70

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 72

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 77

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 79

A corporation started giving performance bonuses to eligible employees on a monthly basis. As a compensation administrator, you are required to display performance bonuses with similar or related compensation items.

How will you configure this requirement in the Fusion application? (Choose the best answer.)

- A. Attach performance bonuses to similar compensation items.
- B. Attach performance bonuses to similar compensation categories/subcategories.
- C. Attach performance bonuses to similar elements.
- D. Attach performance bonuses to similar sources.

Answer: B

NEW QUESTION 82

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 85

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 88

A corporation has implemented Oracle Fusion Workforce Compensation. A Salary basis has been created to manage employees' salaries. It has a payroll element attached. As part of the Salary changes, when the compensation manager is trying to update the Salary amounts, the same is not reflecting in the payroll elements entries of the employee.

Identify the two possible causes for the issue. (Choose two.)

- A. Automatic entry is checked for the payroll element used.
- B. Automatic entry is checked at the element eligibility link for the payroll element used.
- C. Salary basis is configured to be non-updatable.
- D. No components are defined to handle these salary adjustments.

Answer: AC

NEW QUESTION 92

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 94

While configuring the Budget page, which five tabs are available in Page Layout? (Choose five.)

- A. Budgeting
- B. Summary
- C. Detail table
- D. Worker List
- E. Actions
- F. Comments
- G. Information

Answer: ABCDE

NEW QUESTION 99

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.

Answer: B

NEW QUESTION 103

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 104

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 107

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 112

Your customer's Workforce Compensation Plan for Annual Salary Review is set up with the following dates in the Plan Cycle:

- ▶ Evaluation Period Start Date: 1-Jan-2014
- ▶ Evaluation Period End Date: 31-Dec-2014
- ▶ Worksheet Update Period Start Date: 1-Jan-2014
- ▶ Worksheet Update Period End Date: 31-Dec-2014
- ▶ HR Data Extraction: 31-Dec-2014
- ▶ Eligibility Determination Date: 31-Dec-2014

There is a worker with a termination date of 30-Oct-2014. When the Transfer Data to HR process is run, it fails for this worker. What should you do to successfully add the lump sum award element entries and salary adjustments? (Choose the best answer.)

- A. The worker termination date should be changed to reflect the same date as the HR Data Extraction date.
- B. The salary adjustment or lumpsum effective date must be later than the worker's payroll last standard process date.
- C. The salary adjustment or lumpsum effective date must be earlier than or equal to the worker's termination date.
- D. The salary adjustment or lumpsum must be manually calculated and added for such workers.
- E. Terminated workers should be excluded from being processed in Workforce Compensation plans.

Answer: C

NEW QUESTION 113

The compensation administrator wants to run Purge Workforce Compensation Data for one of the past compensation plans because the transaction data from that period is not required anymore. However, the compensation administrator does not get the option to include the said plan. What is the reason for this? (Choose the best answer.)

- A. Purge Workforce Compensation Data cannot be run because the Transfer Workforce Compensation Data to HR process has already been run and compensation data transferred to HR.
- B. Purge Workforce Compensation Data can be run only for compensation plans with Inactive status.
- C. Purge Workforce Compensation Data can be run only after Back Out Workforce Compensation Data is run with the "Full Back Out" option.
- D. Purge Workforce Compensation Data can be run only for compensation plans that are valid for the future.

Answer: C

NEW QUESTION 114

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

- A. Primary
- B. Secondary
- C. US-only

- D. International
- E. Global

Answer: AB

NEW QUESTION 117

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 120

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 123

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

Answer: A

Explanation:

Use the Manage Personal 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.

NEW QUESTION 124

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 128

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 129

Which three statements are true about individual compensation plans? (Choose three.)

- A. A user's ability to access or make updates to awards in individual compensation plans may be restricted by the user's association to a Legislative Data Group.
- B. Individual compensation plans are not necessary for payment of items such as spot bonus.
- C. Individual compensation plans are necessary for payment of items such as spot bonus.
- D. Workers are individual compensation plans to manage their own contributions to charitable or savings plans.
- E. Individual compensation plans define compensation that managers can award to individual workers outside of the regular compensation cycle, such as spot bonus or education reimbursement.

Answer: CDE

NEW QUESTION 131

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 135

A corporation has implemented Oracle Fusion Workforce Compensation. As a Fusion consultant, you are required to set up Calculation Factors for the deduction elements setup.

Which two statements are correct regarding the Calculation Factors? (Choose two.)

- A. Calculation Factors indicate which deduction range to use when calculating the deduction amount.
- B. The Manage Deduction Ranges task in the Payroll Calculation work area is used to view the calculation factors defined.
- C. Calculation Factors define which classifications of earnings to consider when calculating the basis for the deduction element.
- D. The Manage Deduction Group Rates task in the Payroll Calculation work area is used to view the calculation factors defined.

Answer: AB

NEW QUESTION 140

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 142

You have created a total compensation statement. However, you are not able to see one of the categories in the summary section on the left pane. What is the reason for this? (Choose the best answer.)

- A. The category does not have employee contribution.
- B. The category does not have employer contribution.
- C. The category has been added as a subcategory.
- D. The category does not have a graph defined in it.

Answer: C

NEW QUESTION 143

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 146

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 150

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 154

Which two tasks are performed by compensation managers while determining budgets? (Choose two.)

- A. Manually calculate budget amounts or automatically determine budget amounts by using a model.
- B. With administrative budgeting, enable managers to award compensation within their allocated budget amounts by automatically publishing budget amounts.
- C. Determine budget amounts offline by downloading budget details to a spreadsheet.
- D. Publish budgets to line managers to distribute budgets down the reporting hierarchy or to allocate budget amounts at the employee level.

Answer: BD

NEW QUESTION 155

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 157

Identify the delivered workflow task for variable allocation approvals that has no rules. (Choose the best answer.)

- A. VariableAllocationTask
- B. VariableApprovalTask
- C. VariableAllocationFYITask
- D. VariableApprovalFYITask
- E. VariableContributionTask

Answer: D

Explanation:

None of the FYI approval workflow tasks have rules. The non-FYI workflow tasks are configured such that if the rule applies, then the notification is routed using the Supervisory list builder and response is required.

NEW QUESTION 159

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 161

During the Compensation Review cycle for the year 2014-15, the manager processes his direct reports compensation changes per the model created by him. After making the changes in the worksheet, the manager submits the proposed changes to the next level manager in the hierarchy for approval. What will the Manager status appear as in the workforce compensation area? (Choose the best answer.)

- A. In Approvals
- B. Processed
- C. Fully Approved
- D. Submitted
- E. Work in Progress

Answer: D

NEW QUESTION 165

You are configuring approvals under the Worksheets task list for an annual workforce compensation plan. Your customer wants the worksheets to be approved by different people other than the hierarchy determined for the plan.
How should you accomplish this? (Choose the best answer.)

- A. Create an alternate manager approval hierarchy that overrides the plan hierarchy.
- B. Create an alternate manager approval hierarchy and replace the plan hierarchy with the created alternate hierarchy.
- C. Have the customer change the business process because you cannot have different approval hierarchies for the plan and the worksheet.
- D. Create an alternate position approval hierarchy that overrides the plan hierarchy.

Answer: D

NEW QUESTION 166

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."

Answer: B

NEW QUESTION 168

As an implementation consultant, you are 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 the statement 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 and display 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.

Answer: A

NEW QUESTION 169

When upper-level managers change the plan access of one or more lower-level managers, they receive a notification informing them about the change in access.
Which option do they receive to act on the notification? (Choose the best answer.)

- A. Accept
- B. Reject
- C. Dismiss
- D. Reply

Answer: D

NEW QUESTION 172

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 175

Which statement is correct about secondary element classifications? (Choose the best answer.)

- A. They are user-defined and can be edited.
- B. They are user-defined and cannot be edited.

- C. They are predefined and can be edited.
- D. They are predefined and cannot be edited.

Answer: C

NEW QUESTION 177

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 178

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