

# 1Z0-1049-20<sup>Q&As</sup>

Oracle Compensation Cloud 2020 Implementation Essentials

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**QUESTION 1**

What happens if you include ineligible workers on the worksheet? (Choose the best answer.)

- A. It displays ineligible workers but managers can allocate compensation, promote workers, and rate worker performance.
- B. It displays ineligible workers but managers cannot allocate compensation, promote workers, or rate worker performance.
- C. It does not display ineligible workers and managers cannot allocate compensation, promote workers, or rate worker performance.
- D. It does not display ineligible workers but managers can allocate compensation, promote workers, or rate worker performance.

Correct Answer: B

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**QUESTION 2**

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

Correct Answer: A

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**QUESTION 3**

A corporation has set up an individual compensation plan for a contribution towards a retirement benefit. This contribution must be approved by the four-level manager hierarchy. Identify all the four builders that support a restriction for the number of levels. (Choose four.)

- A. Management Chain
- B. Supervisory
- C. Position
- D. Job Level
- E. Resource

F. Department Level

Correct Answer: BDEF

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**QUESTION 4**

A corporation is implementing Oracle Fusion Workforce Compensation and needs to set up the following for all employees:

Salary paid based on the grades of employees.

Car allowance paid based on the department and position.

Spot bonus paid based on a committee's decision.

Identify the correct option for the setup. (Choose the best answer.)

- A. Set up a salary basis for "Salary" and associate a grade rate matrix and the payroll element to it. Set up individual compensation plans for the car allowance and spot bonus, and restrict the access to line manager and HR specialist respectively. Additionally, add an eligibility profile to the car allowance to restrict it to specific departments and positions.
- B. Set up a salary basis for "Salary" and associate a grade rate matrix to it, and add a car allowance and spot bonus as components for the salary basis along with Salary. Attach the required payroll elements to the salary. Have salary validations to restrict access and payment for specific departments and positions.
- C. Set up on individual compensation plan with all three options. Add the required payroll elements and add restriction based on eligibility profiles and plan access.
- D. Set up Salary and the spot bonus as two salary bases, because there are no eligibility restrictions. Set up the car allowance as an individual compensation plan. Add the required payroll elements and add eligibility profiles for the car allowance for specific departments and positions.

Correct Answer: D

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**QUESTION 5**

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.

Correct Answer: ABE

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.

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