

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

Oracle Compensation Cloud 2022 Implementation Professional

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### QUESTION 1

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. 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.

Correct Answer: C

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### QUESTION 2

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

Correct Answer: BCDF

Reference: [http://docs.oracle.com/cd/E37583\\_01/doc.1116/e36894.pdf\(p.19\)](http://docs.oracle.com/cd/E37583_01/doc.1116/e36894.pdf(p.19))

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### QUESTION 3

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

Correct Answer: B

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#### QUESTION 4

As compensation manager, you are creating a Salary and Bonus earnings compensation item to define a total compensation statement. Per system requirements, you must select an appropriate source type to show the correct information on the statement.

Select the correct "Source Type". (Choose the best answer.)

- A. Salary Basis
- B. BenefitBalance
- C. Payroll Element
- D. Formula

Correct Answer: A

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#### QUESTION 5

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 amount 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.

Correct Answer: BD

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