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

Oracle Compensation Cloud 2022 Implementation Professional

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**QUESTION 1**

What additional action would yourecommend 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

Correct Answer: E

**QUESTION 2**

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. (Choosethe best answer.)

A. Compensation Administrator

B. Compensation Manager

C. Line Manager

D. HR Specialist

Correct Answer: C

**QUESTION 3**

An organization provides compensation such as salary and bonus earnings for its workers. It also tracks commissions and company-paid taxes for them.

Which two statements are true when configuring the items? (Choose two.)

A. Benefit Balance will require you to specify the Legislative Data Group as the Additional Data Entry.

B. Element Entry will require you to specify the Legislative Data Group as the Additional Data Entry.

C. Formula will require you to specify the Legislative Data Group as the Additional Data Entry.

D. Payroll Balance will require you to specify the Legislative Data Group as the Additional Data Entry.

Correct Answer: CD

**QUESTION 4**

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. 3. Payroll statutory unit deduction card. 4. Payroll deduction range values (legislative data group level).

B. 1. Personal deduction card (payroll relationship level). 2. Payroll statutory unit deduction card. 3. Tax reporting unit deduction card. 4. Payroll deduction range values (legislative data group level).

C. 1. Payroll statutory unit deduction card. 2. Tax reporting unit deduction card. 3. Payroll deduction range values (legislative data group level) 4. Personal deduction card (payroll relationship level).

D. 1.Personal deduction card (payroll relationship level). 2. Payroll deduction range values (legislative data group level) 4. Payroll statutory unit deduction card. 4. Tax reporting unit deduction card.

Correct Answer: A

**QUESTION 5**

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

Correct Answer: C

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