

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

Oracle Compensation Cloud 2022 Implementation Professional

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### QUESTION 1

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

Correct Answer: A

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### QUESTION 2

Plan access restrictions control the situations in which an individual compensation plan is available for allocations or contributions by a line manager or worker, and regulate a user's ability to create, update, or discontinue allocations or contributions under the plan. What are three common decisions to make about plan access? (Choose three.)

- A. If user access should be based on career levels or earnings thresholds
- B. If the plan is going to require updates that are driven by business users in the time frame of the next payroll cycle
- C. if there should be a "white list" name criteria for access to the plan
- D. if plan access should be related to HR actions
- E. if there should be a time period in which a user can create, update, or discontinue allocations or contributions
- F. whether or not to restrict access to the plan at all

Correct Answer: DEF

Reference: [http://docs.oracle.com/cd/E25054\\_01/fusionapps.1111/e20376/F642623AN428\\_3B.htm](http://docs.oracle.com/cd/E25054_01/fusionapps.1111/e20376/F642623AN428_3B.htm)

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### QUESTION 3

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.

Correct Answer: B

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#### 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

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#### QUESTION 5

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.

Correct Answer: CDE

Reference: [https://docs.oracle.com/cd/E37017\\_01/fusionapps.1115/e20376/F668086AN4E\\_C23.htm](https://docs.oracle.com/cd/E37017_01/fusionapps.1115/e20376/F668086AN4E_C23.htm) (individual compensation plans: explained)