

**100%** Money Back  
**Guarantee**

**Vendor:**Oracle

**Exam Code:**1Z0-1049-20

**Exam Name:**Oracle Compensation Cloud 2020  
Implementation Essentials

**Version:**Demo

### QUESTION 1

The compensation administrator has configured an Annual Salary Review plan that is linked to the performance of employees so that the annual increment amount is based on the rating that an employee has received in the performance evaluation. The percentages are fixed for each of the ratings by using the dynamic column. All the managers have completed updating the worksheet and the information has been transferred to HR by running the Transfer Workforce Compensation Data to HR process. After this, the compensation administrator realizes that the increment percentages for each of the ratings used in the dynamic column were incorrect. Now each of these incorrect salary records should be deleted and new correct salary record entries should be made for the employees in Manage Salary. How should you accomplish this? (Choose the best answer.)

- A. Change the plan status to Inactivate and create a new compensation plan with correct percentage increase for each of the ratings.
- B. Correct the percentage increase for each of the ratings, run the Refresh Workforce Compensation Data process, and return the same compensation plan.
- C. Run the Back Out Workforce Compensation Data process, run the Refresh Workforce Compensation Data process, return the same compensation plan, and then transfer the data to HR.
- D. Run the Back Out Workforce Compensation Data process, correct the percentage increase for each of the ratings, run the Refresh Workforce Compensation Data process, and rerun the same compensation plan.
- E. Run the Back Out Workforce Compensation Data process, correct the percentage increase for each of the ratings, run the Refresh Workforce Compensation Data process, and rerun the same compensation plan. Finally transfer the data to HR.

Correct Answer: A

---

### QUESTION 2

You are configuring a plan cycle date that should be visible to managers on the Approvals tab so that they can submit their worksheets before that date. But you do not want to enforce the date because you want the managers to be able to submit their worksheets even after the date is past. Which date should you use? (Choose the best answer.)

- A. HR extraction date
- B. currency conversion date
- C. default date due
- D. evaluation period start and end dates
- E. worksheet update start and end dates

Correct Answer: C

---

### QUESTION 3

A corporation has implemented Oracle Fusion Workforce Compensation. The consultant must now create an element eligibility link for an Earnings element. While creating the element eligibility link, which three options can be set up in the

element eligibility work area? (Choose three.)

- A. general information
- B. input values
- C. costing
- D. status processing rules
- E. retroactive components
- F. auto indirect rules

Correct Answer: BCF

---

#### **QUESTION 4**

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

Correct Answer: C

---

#### **QUESTION 5**

Performance Ratings are enabled in a compensation plan and a Rating Model is supposed to be created. Which two mandatory tasks are involved in creating the Rating Model? (Choose two.)

- A. Create a Rating Level for the rating model.
- B. Review points with from and to points entered for the rating level.
- C. Populate Rating Categories for all rating levels.
- D. Create Target Distributions for each of the rating levels.

Correct Answer: CD

---

## QUESTION 6

As an implementation consultant, you are required to define the total compensation statement. You are creating the statement definitions for your compensation statement. Which three statements are true about the statement definitions? (Choose three.)

- A. The statement definition acts as a template and determines the layout and content of the generated statement.
- B. The statement definition consists of compensation items added to compensation categories.
- C. Multiple legal employers, multiple countries, and multiple currencies cannot be included in one statement.
- D. Compensation items with sources belonging to different legal employers cannot be added.
- E. Reusing statement definitions by creating new statement periods and then modifying the definition for subsequent periods is not possible.
- F. Edits to compensation categories affect all statement definitions that use that category.

Correct Answer: ABE

Reference: [http://docs.oracle.com/cd/E25178\\_01/fusionapps.1111/e20376/F566544AN4EDA9.htm](http://docs.oracle.com/cd/E25178_01/fusionapps.1111/e20376/F566544AN4EDA9.htm)

---

## QUESTION 7

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.

Correct Answer: D

---

## QUESTION 8

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

Correct Answer: ABC

Reference: [http://docs.oracle.com/cd/E25054\\_01/fusionapps.1111/e20376/F606893AN43594.htm](http://docs.oracle.com/cd/E25054_01/fusionapps.1111/e20376/F606893AN43594.htm) (plan foundation)

---

#### 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

Correct Answer: C

---

#### QUESTION 10

What classification can you use if employees submit timecards and you want absences taken by these employees to show on the statement of earnings? (Choose the best answer.)

- A. Either Absence or Information Classification
- B. Absence Classification
- C. Standard Earnings Classification
- D. Information Classification
- E. Either Standard Earnings or Absence Classification
- F. Any classification will result in the absences showing

Correct Answer: C

Reference: [http://docs.oracle.com/cd/E25054\\_01/fusionapps.1111/e20376/F566545AN4D67C.htm](http://docs.oracle.com/cd/E25054_01/fusionapps.1111/e20376/F566545AN4D67C.htm) (using the standard earnings classification)

---

#### QUESTION 11

As compensation administrator, you are required to show "Actual amounts paid to the worker" in the Total Compensation Statement. To meet this requirement, which component must be created? (Choose the best answer.)

- A. Compensation Item
- B. Compensation Category
- C. Compensation Source
- D. Compensation Statement Definition

Correct Answer: C

---

#### **QUESTION 12**

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

Correct Answer: C

Reference: [https://docs.oracle.com/cd/E37583\\_01/doc.1116/e22776/F387136AN11E5B.htm](https://docs.oracle.com/cd/E37583_01/doc.1116/e22776/F387136AN11E5B.htm) (see the note under worksheet)