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Exam : **1z0-1049-21**

Title : Oracle Compensation Cloud
2021 Implementation
Essentials

Vendor : Oracle

Version : DEMO

NO.1 Identify the two valid formula types applicable for Workforce Compensation Plans. (Choose two.)

- A. Compensation Currency Selection
- B. Compensation amounts Selection
- C. Compensation Item Selection
- D. Compensation Person Selection
- E. Compensation Organization Selection

Answer: B,C

NO.2 You are the compensation manager of a corporation. Which four tasks can you perform while administering compensation for your workforce? (Choose four.)

- A. Maintain currency rates and access to plans from the watchlist.
- B. Override line manager allocations, job changes, and performance ratings.
- C. Run processes to initiate a compensation cycle.
- D. Create and manage models for use by line managers or by administrators to distribute compensation directly to employees.
- E. Override line manager allocations, job changes, and performance ratings.
- F. Analyze plan results.

Answer: B,C,D,E

NO.3 You are configuring approvals under the Worksheets task list for an annual workforce compensation plan.

Your customer wants the worksheets to be approved by different people other than the hierarchy determined for the plan.

How should you accomplish this? (Choose the best answer.)

- A. Create an alternate manager approval hierarchy and replace the plan hierarchy with the created alternate hierarchy.
- B. Create an alternate position approval hierarchy that overrides the plan hierarchy.
- C. Create an alternate manager approval hierarchy that overrides the plan hierarchy.
- D. Have the customer change the business process because you cannot have different approval hierarchies for the plan and the worksheet.

Answer: B

NO.4 If you enable Performance Ratings and rate workers within Workforce Compensation, which two statements are true? (Choose two.)

- A. These ratings are used across compensation plan and cycles.
- B. Managers can rate workers as they allocate compensation.
- C. The ratings are transferred to the Performance Management system or to HR.
- D. You can display compensation ratings given in the previous plan cycle as a column in the worksheet.

Answer: B,D

NO.5 Which three statements are true about individual compensation plans? (Choose three.)

- A. Workers are individual compensation plans to manage their own contributions to charitable or savings plans.
- B. 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.
- C. Individual compensation plans are necessary for payment of items such as spot bonus.
- D. Individual compensation plans are not necessary for payment of items such as spot bonus.
- 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.

Answer: A,C,E

NO.6 Which two statements are true about Base Pay? (Choose two.)

- A. You enter a salary basis for each worker that becomes the worker's Base Pay earnings.
- B. For Base Pay earnings elements, eligibility is determined by the salary basis that is assigned to the worker.
- C. You attach elements at various levels in the Salary object hierarchy to create deductions and earnings that can be processed in a payroll run to calculate Base Pay.
- D. You attach a single earnings element to each salary basis to hold Base Pay earnings, and assign a salary basis to each worker to calculate Base Pay.
- E. For Base Pay earnings elements, eligibility is determined by the deduction basis that is assigned to the worker.

Answer: B,D

NO.7 A corporation has implemented Oracle Fusion Workforce Compensation. The requirement is that Bonus Amount should be given only to the Full-Time Assignment category employees who work on weekly payroll.

Additionally, the costing information must be transferred to General Ledger.

Which implementation approach is correct for creating the required element? (Choose the best answer.)

- A. creating an element eligibility link and setting up costing information at the link level
- B. creating an input value and setting up costing information at the input value level
- C. creating an auto-indirect rule and setting up costing information at the auto-indirect level
- D. creating status processing rules and setting up costing information at the status processing level

Answer: A

NO.8 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. Element Entry will require you to specify the Legislative Data Group as the Additional Data Entry.
- B. Payroll Balance 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. Benefit Balance will require you to specify the Legislative Data Group as the Additional Data Entry.

Answer: B,C

NO.9 You have created a compensation plan and configured the plan details. However, when you try

to run the

"Start Compensation Cycle" process, you are not able to see the plan you created in the list that appears.

Which three options could be possible reasons for this? (Choose three.)

- A. Access to the compensation administrator role is restricted in Plan Access.
- B. The compensation administrator or equivalent role is not attached to your plan.
- C. Restrict Plan access is set to "NO"; however, the roles that are allowed are not specified.
- D. Your user role does not have access to view the plan.
- E. Restrict Plan access is set to "Yes" and the compensation administrator role is added to the list of roles in "Plan access from Compensation work area."

Answer: A,D,E

Explanation

Your user role does not have access to view the plan. Check the Configure Plan Access task for the plan and verify the access for the compensation administrator role is not restricted. Also, verify that your user has the compensation administrator role or the proper security to run compensation batch processes.

NO.10 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. Any custom alert
- C. Employee termination
- D. Leave of Absence

Answer: D

NO.11 While creating a compensation plan, the compensation manager of your client's organization chooses to enable Compensation Change statement. As an implementation consultant, which is the dependent configuration that you would advise the compensation manager to perform? (Choose the best answer.)

- A. Enable components and create at least one component (Configure Compensation Components).
- B. Enable the Communications tab type (Configure Worksheet Page Layout).
- C. Configure related components (Configure Worksheet Page Layout: Detail Table tab.)
- D. Enable components and create a component linked to the budget pool (Configure Compensation Components).

Answer: D

NO.12 A corporation is implementing Oracle Fusion Workforce Compensation and needs to set up compensation history.

Identify the three correct options regarding the various compensations shown in the history. (Choose three.)

- A. Compensation history shows one-time payments in other compensation and allowances paid regularly in recruiting payments.
- B. The summary in the compensation history shows the data for only five years.

- C. Compensation history automatically retrieves salary and stock-related information. The Recruiting payments and other categories have to be added manually.
- D. Compensation history displays six categories of compensation.

Answer: A,B,C

NO.13 A corporation has implemented Oracle Fusion Workforce Compensation. A Salary basis has been created to manage employees' salaries. It has a payroll element attached. As part of the Salary changes, when the compensation manager is trying to update the Salary amounts, the same is not reflecting in the payroll elements entries of the employee.

Identify the two possible causes for the issue. (Choose two.)

- A. Automatic entry is checked at the element eligibility link for the payroll element used.
- B. No components are defined to handle these salary adjustments.
- C. Salary basis is configured to be non-updatable.
- D. Automatic entry is checked for the payroll element used.

Answer: C,D

NO.14 A corporation has implemented Oracle Fusion Workforce Compensation. A custom element was created to capture the entry value for four input values. Data load is performed by the Batch Loader, but the associated Daily Business Intelligence (DBI) is returning the entry value corresponding only to the first input value.

Identify the option that will enable the DBI to return all the input variables. (Choose the best answer.)

- A. Create a new element from scratch.
- B. This scenario cannot be implemented.
- C. Delete the existing element link and create a new element link, which will automatically create all four input values.
- D. Create status processing rules for the input values.

Answer: A

NO.15 A corporation is implementing Oracle Fusion Workforce Compensation and has set up an individual compensation plan for a contribution. This contribution has to be approved by the four members in parallel.

Identify the correct option regarding parallel approvals. (Choose the best answer.)

- A. Parallel approvals are supported by configuring the Application role option in the Resource list builder.

Only after all the approvers approve will the process end.

- B. Parallel approvals are not fully supported, but notifications can be sent to all members in parallel using the list builder resource option and configuring Application Role. However, the first person who claims the notification can approve it, and this ends the process and the other members lose control over the approval of the notification.

- C. A parallel approval option is not available and any approval configured is always sequential.

- D. Parallel approvals are supported and can be configured using Static approval groups. Only after all the approvers approve will the process end.

Answer: D