

DUMPS ARENA

Oracle Compensation Cloud 2022 Implementation Professional

Oracle 1z0-1049-22

Version Demo

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QUESTION NO: 1

The manager administering compensation has the option to create budget models to be used to allocate compensation.

Which four options regarding compensation modeling are correct? (Choose four.)

- A. Modeling enables managers to automatically allocate compensation to employees who meet certain criteria.
- B. Managers can create their own models and use them.
- C. Managers cannot share a model created by them.
- D. Managers can use a model created by compensation professionals.
- E. Access of a model is limited only to the creator of the model.
- F. A model can be shared with the direct reports of the creator.

ANSWER: A B D F**Explanation:**

Reference: https://docs.oracle.com/cd/E37583_01/doc.1116/e22776/F387136AN11E5B.htm

QUESTION NO: 2

During the Compensation Review cycle for the year 2014-15, the manager processes his direct reports compensation changes per the model created by him. After making the changes in the worksheet, the manager submits the proposed changes to the next level manager in the hierarchy for approval. What will the Manager status appear as in the workforce compensation area? (Choose the best answer.)

- A. In Approvals
- B. Processed
- C. Fully Approved
- D. Submitted
- E. Work in Progress

ANSWER: D**QUESTION NO: 3**

A corporation started giving performance bonuses to eligible employees on a monthly basis. As a compensation administrator, you are required to display performance bonuses with similar or related compensation items.

How will you configure this requirement in the Fusion application? (Choose the best answer.)

- A. Attach performance bonuses to similar compensation items.
- B. Attach performance bonuses to similar compensation categories/subcategories.
- C. Attach performance bonuses to similar elements.
- D. Attach performance bonuses to similar sources.

ANSWER: B

QUESTION NO: 4

While administering compensation for the workforce, a manager accidentally approves a lower manager's worksheet.

Which three statements will be true in this case? (Choose three.)

- A. The lower-level manager can withdraw the submission and reprocess the compensation allocation.
- B. The lower-level manager's access level is changed to "Approved."
- C. Lower-level managers can no longer make any updates to their worksheets.
- D. The worksheet goes to next level for approval.
- E. The lower-level manager can still make changes in the worksheet and resubmit it for approval.

ANSWER: A B D

QUESTION NO: 5

What are the two correct options with respect to budgeting when the salary has multiple components? (Choose two.)

- A. Budgets can be separate for each component.
- B. Budgets cannot be separate for each component.
- C. Multiple components can have a single budget.
- D. Multiple components cannot have a single budget.

ANSWER: A C

Explanation:

If you use budgeting, you can have separate budgets for each component or link multiple components to a single budget. You can also link budgets to off-cycle compensation plans. For example, you can give a manager a single annual budget amount and draw both focal and off-cycle awards from the same budget pool. Once you enable budgeting, you configure how data displays on the budget page, such as data display order, available menu actions, and text instructions to the managers. Also, you can copy a budget page layout from another plan.

QUESTION NO: 6

A corporation needs to set up a compensation plan for a Housing allowance that will allow the company to grant these allowances to only employees above a particular role.

Identify the option that indicates the correct way of implementing it. (Choose the best answer.)

- A. Set up role-based security to the individual compensation work area so that only managers are allowed.
- B. Set up access restrictions to the individual compensation plan using the correct HR action so that it can be added only to the specific roles.
- C. They payroll administrator must add the element to the employees in the specified roles, because this cannot be achieved through configuration.
- D. Set up a salary basis and restrict the eligibility to the required roles.

ANSWER: C**QUESTION NO: 7**

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

ANSWER: A B C**Explanation:**

Reference: http://docs.oracle.com/cd/E25054_01/fusionapps.1111/e20376/F606893AN43594.htm (plan foundation)

QUESTION NO: 8

Which three statements are true regarding plan cycles? (Choose three.)

- A. All active plans are available to be cross-referenced, even plans with no started cycles.
- B. You can display a target amount or custom score from a previous plan cycle in the current plan cycle.
- C. Active plans are available to be cross-referenced, except plans with no started cycles.
- D. You cannot display a target amount or custom score from a previous plan cycle in the current plan cycle.
- E. You can reference a plan within itself to display values from a previous plan cycle in a subsequent cycle.

ANSWER: A B E**Explanation:**

All active plans are available to be cross referenced, even plans with no started cycles. You can also reference a plan within itself to display values from a previous plan cycle in a subsequent cycle. For example, you can display a target amount or custom score from a previous plan cycle in the current plan cycle so that managers are aware of that data when making a current compensation decision.

You cannot select a default value for a column by cross-referencing a column from another plan if you have selected values for the Default Value, Default and Override Formula, or Compensation Derived Factor fields on the Configure Column Properties dialog box.

QUESTION NO: 9

Your customer must use Grade Ladders to suit the industry in which it operates. How should you define the Grade Ladders that the customer needs? (Choose the best answer.)

- A. by associating the Grade Ladders with legal entities
- B. by using LDG-specific Grade Min, Max, and Mid Point rate values
- C. by using Min, Max, and Mid Point rate values
- D. by using steps and rate values

ANSWER: C**QUESTION NO: 10**

While configuring Workforce Compensation Plan, you specify Performance Rating date in Plan Cycle as the same in multiple plans.

What will happen when the manager updates a compensation performance rating in the worksheet of one plan? (Choose the best answer.)

- A. The rating will be available to only the plan where it is updated.
- B. The rating will be available to all plans that are currently active.
- C. The rating will be available to all plans with the same Performance Rating date in Plan Cycle.
- D. The rating will be available to only the plans where the same manager is involved.

ANSWER: B