

1z0-1049 Dumps

Oracle Compensation Cloud 2019 Implementation Essentials

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NEW QUESTION 1

Your client is a consumer goods wholesaler. The client's organization has five departments. While performing compensation budgeting activity, the client has a policy that the departments that have exceeded their sales targets receive an additional budget to reward the employees in that department. In the current year, only the Electronics department has exceeded its sales target.

How would the compensation manager allocate the extra budget to the manager of the Electronics Department? (Choose the best answer.)

- A. Publish the original budgets to all managers, followed by publishing the extra budget to only the manager of the Electronics department.
- B. Create a separate compensation plan for Electronics department employees and publish the extra budget to the manager of the department.
- C. Initiate budgets automatically by using the Start Compensation Cycle process.
- D. Request excess budget allocation from the manager above him.

Answer: A

NEW QUESTION 2

You have configured a compensation plan to include ratings from the performance management system. For one particular division, the performance ratings have not been finalized and are shown as blank on the compensation worksheet. The manager updates the performance rating while allocating compensation. What happens in this case? (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 in the Performance document in the performance system.
- D. The rating will be available to only the plans where the same manager is involved.

Answer: C

NEW QUESTION 3

As compensation manager, you are creating a Salary and Bonus earnings compensation item to define a total compensation statement. Per system requirements, you must select an appropriate source type to show the correct information on the statement.

Select the correct "Source Type". (Choose the best answer.)

- A. Salary Basis
- B. Benefit Balance
- C. Payroll Element
- D. Formula

Answer: A

NEW QUESTION 4

While working on the compensation changes in an Excel workbook, a manager selects the Upload option and then tries to immediately download the uploaded data. As a consultant, you advise him not to do so because of which reason? (Choose the best answer.)

- A. This action causes the committed data to roll back, thereby revoking the changes processed.
- B. This action causes the committed data to download immediately, thereby obscuring the error messages.
- C. The data uploaded takes some time to be processed by the server and, therefore, when download is clicked immediately, it might still show the older data.
- D. When the Upload button is clicked, the data is loaded to a staging table and an upload process is triggered.
- E. This process has to complete successfully before the new data can be downloaded.

Answer: D

NEW QUESTION 5

A corporation has implemented Oracle Fusion Workforce Compensation. Oracle Fusion Supplemental Earning Elements must now be created to capture ad hoc payments for eligible workforce.

Which two statements are true about element eligibility criteria for such elements? (Choose two.)

- A. You can define multiple eligibility criteria for each element, but there must be an overlap between them.
- B. You can define multiple eligibility criteria for each element, but there must not be any overlap between them.
- C. You cannot define multiple eligibility criteria for each element in any case.
- D. Some element eligibility criteria may not be available, depending on the level at which the element is attached.

Answer: BC

Explanation:

You can define more than one eligibility criteria for each element but there must be no overlap between them. For example, you could create one criteria for the combination of grade A and the job Accountant. However, you could not create one criteria for grade A and a second for the job Accountant. This would imply that an accountant on grade A is eligible for the same element twice. If you have more than one criteria for an element, you can enter different default values, qualifying conditions, and costing information for each eligibility group.

NEW QUESTION 6

Your customer's company spans multiple countries. It follows a global salary increase process in the month of May and awards bonuses twice a year in the month of June and December for workers who are employed in various countries. As an implementation consultant, you must define Statement Periods for the Compensation Statement. Which three options will you consider? (Choose three.)

- A. an optional welcome message
- B. the conversion rate date for currency conversions
- C. the date that statements become available to workers
- D. the date when bonus is awarded to workers

E. the date when merit increases are awarded to workers

Answer: ACD

NEW QUESTION 7

A corporation has set up an individual compensation plan for a contribution. This contribution needs an approval hierarchy to be set up. Identify the four correct options regarding approval setup. (Choose four.)

- A. Approvals can be set up to be completed when one of the approvers takes an action such as Approve or Reject.
- B. The notifications sent to the approvers can be made actionable.
- C. Expiry, Escalation, and renew settings are possible for notifications.
- D. Reminders can be set for a fixed duration either before expiration or after assignment.
- E. Task attachments cannot be sent using email notifications.

Answer: ABCD

NEW QUESTION 8

An organization uses Compensation Statement for its workers in the UK. One of the categories used in the statement has the display name as One-Time Bonus. As an implementation consultant, you are in the process of configuring a new Compensation Statement for workers in India. You decide to reuse the category for the new Compensation Statement. In the process of configuring the Statement Definition, you update the Compensation Category display name to Annual Bonus. However, when the Compensation Statement for workers in the UK displays, it continues to show the Category display name as One-Time Bonus. What is the cause for this? (Choose the best answer.)

- A. The Compensation Category display name is specific to a Statement Definition.
- B. The Compensation Statement Definition synchronization process needs to be run to update the Compensation Category display name in all statement definitions.
- C. After the Compensation Statement is generated for workers in India, the Category display name of Annual Bonus will start reflecting in the Compensation Statement of workers in the UK.
- D. Workers in the UK need to refresh their statements in order to see the updated display name.

Answer: C

NEW 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

Answer: C

NEW QUESTION 10

What happens if you include ineligible workers on the worksheet? (Choose the best answer.)

- A. It displays ineligible workers but managers can allocate compensation, promote workers, and rate worker performance.
- B. It displays ineligible workers but managers cannot allocate compensation, promote workers, or rate worker performance.
- C. It does not display ineligible workers and managers cannot allocate compensation, promote workers, or rate worker performance.
- D. It does not display ineligible workers but managers can allocate compensation, promote workers, or rate worker performance.

Answer: B

NEW QUESTION 10

Which item is false regarding plan access? (Choose the best answer.)

- A. Compensation administrators have access to all plan configuration tasks for all plans.
- B. Compensation managers have access to the budget sheet and worksheets for all plans and employee administration tasks.
- C. A compensation administrator's general access cannot be overridden.
- D. A compensation administrator's general access can be overridden using roles.

Answer: C

NEW QUESTION 11

While implementing, you are grouping compensation items and categories for displaying them together. Therefore, when planning how to group compensation items and categories, you must consider which three options? (Choose three.)

- A. Category Type
- B. Contribution Type and Unit of Measure
- C. Level of detail
- D. Statement definitions
- E. Compensation Items
- F. Category Detail

Answer: ABC

Explanation:

Group related compensation together into compensation categories for display in total compensation statements. When planning how to group compensation items and categories for display, you must consider the following factors:

- ▶ Category type
- ▶ Contribution type and unit of measure
- ▶ Level of detail

NEW QUESTION 13

While configuring a plan cycle, you have set the Worksheet update start and end dates as 15-Apr-2014 and 31-May-2014, respectively. However, when a manager logs into the workforce compensation area on

5-Apr-2014, he is able to see the active plan, but in read-only mode.

What could be the possible reason for this? (Choose the best answer.)

- A. Active plans are always shown in read-only mode until the Worksheet update period starts.
- B. Active plans are always shown in read-only mode from the Evaluation period start date, which is always prior to the Worksheet update date.
- C. Active plans are always shown in read-only mode once it is past the eligibility determination date.
- D. Active plans are always shown in read-only mode from the Plan Access start date, which is generally prior to the Worksheet update date.

Answer: B

NEW QUESTION 15

A corporation needs to set up a compensation plan for a vehicle allowance that will allow different amounts for different types and models of vehicles.

How can you achieve the desired results? (Choose the best answer.)

- A. Configure one compensation plan and add as many options as there are allowed for vehicle types and model
- B. Define eligibility and associate the same payroll element to all the options such that an employee can use only one option.
- C. Configure as many compensation plans as there are allowed types and models of vehicles, because options cannot have eligibility profiles associated, and use different payroll elements for each of them.
- D. Configure one compensation plan, add as many options as there are allowed for different types and model
- E. Define eligibility and associate the different payroll elements to all the options such that any payroll element can be associated with only one plan and option.
- F. Configure as many compensation plans as there are different types and models, because options cannot have associated eligibility profiles, and use the same payroll element for all of them.

Answer: C

NEW QUESTION 16

What additional action would you recommend 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

Answer: E

NEW QUESTION 19

As compensation manager, you are creating a Salary compensation item to define a total compensation statement. Which two statements are correct about compensation items? (Choose two.)

- A. Compensation items are the foundation upon which the Compensation Statement is built.
- B. Compensation items cannot be used across statement definitions.
- C. Compensation items need not be mapped to the specific source from which the compensation information is retrieved.
- D. Compensation items can be added to statement definitions directly.
- E. Compensation items are added to a compensation category to include them in statements.

Answer: AE

NEW QUESTION 23

As an implementation consultant, you are required to create an element for capturing the bonus awarded in the compensation cycle. Which two statements are correct regarding the input values of the element created? (Choose two.)

- A. The automatically created Amount input value is identified as the primary input value.
- B. No additional configuration is required to attach this element to the workforce compensation plan component.
- C. You must manually mark the Amount input value as the primary input value in the Special Purpose field.
- D. Element entries are created for all the input values of the element.
- E. It is possible to link the same element but different input values to different components or options within the same compensation plan.

Answer: AB

NEW QUESTION 25

You are responsible for configuring an individual compensation plan with multiple options. Which two statements are true about the plan options? (Choose two.)

- A. You can associate each option with the same payroll element and input value.
- B. You can associate each option with only one payroll element and input value.

- C. You can associate each payroll element with only one plan and option.
- D. You can associate each payroll element with multiple plans and options.
- E. You can associate each payroll element with one option but with multiple plans.

Answer: BD

NEW QUESTION 28

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

NEW QUESTION 30

A corporation is implementing Oracle Fusion Workforce Compensation. Different currencies are set at the Legislative Data Group level, the Organization payment level, the Bank account level, and the payroll element level.

The currency shown while configuring salary basis comes from which level? (Choose the best answer.)

- A. From the input value of the payroll element
- B. From the Legislative Data Group level, because that is the highest level in the hierarchy.
- C. From the Organization payment level, because the compensation is finally paid through this
- D. From the Bank account level

Answer: B

NEW QUESTION 31

A compensation manager of a corporation is setting up a new salary basis for the employees. Which statement is true about payroll elements set up for a salary basis? (Choose the best answer.)

- A. Recruiting elements can be linked to multiple salary bases only if they are classified as earnings elements and configured to allow multiple entries in the same period.
- B. Recruiting elements can be linked to multiple salary bases only if they are classified as earnings elements, and they need not be configured to allow multiple entries in the same period.
- C. Multiple payroll elements can be attached a salary basis.
- D. Payroll elements of any classification type can be attached to a salary basis.

Answer: A

NEW QUESTION 32

A worker complains to the Human Resources department that the total amount does not add up to the amount of salary received in the bank. The department informs the worker that certain items that are shown in the Compensation Statement do not comprise the actual amount paid. The department now wants to make the statement more relevant to workers to avoid such situations.

What should you do to accommodate this requirement? (Choose the best answer.)

- A. For each item, specify the Excluded from Gross amount option to indicate that this compensation is not the actual amount paid.
- B. For each item, specify the Estimated amount option to indicate that this compensation is not the actual amount paid.
- C. For each item, specify the Unpaid amount option to indicate that tis compensation is not the actual amount paid.
- D. For each item, specify the Indicative amount option to indicate that this compensation is not the actual amount paid.

Answer: B

NEW QUESTION 34

You want to use the Workforce Compensation Budget pool for a workforce compensation plan. Select the tasks to be performed, in the correct sequence. (Choose the best answer.)

- A. Configure the workforce compensation budget pool, Configure the workforce compensation plan details, Run the Start Compensation Cycle process, Create the workforce compensation plan, Create at least one worksheet compensation component and associate the budget pool with it.
- B. Create the workforce compensation plan, Configure the workforce compensation budget pool, Configure the workforce compensation plan details, Create at least one worksheet compensation component and associate the budget pool with it, Run the Start Compensation Cycle process
- C. Create the workforce compensation plan, Configure the workforce compensation plan details, Configure the workforce compensation budget pool, Create at least one worksheet compensation component and associate the budget pool with it, Run the Start Compensation Cycle process.
- D. Create the workforce compensation plan, Configure the workforce compensation budget pool, Create at least one worksheet compensation component and associate the budget pool with it, Configure the workforce compensation plan details, Run the Start Compensation Cycle process.
- E. Run the Start Compensation Cycle process, Create the workforce compensation plan, Configure the workforce compensation budget pool, Create at least one worksheet compensation component and associate the budget pool with it, Configure the workforce compensation plan details.

Answer: C

NEW QUESTION 35

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

NEW QUESTION 37

Identify the four components that can be included in a fast formula. (Choose four.)

- A. Output statement
- B. Input statement
- C. Comments
- D. Assignment statements
- E. Symbolic variables
- F. Conditions

Answer: BCDF

NEW QUESTION 40

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.

Answer: B

NEW QUESTION 45

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

Answer: AC

NEW QUESTION 47

The compensation administrator wants to run the batch process to administer the compensation cycle. Which are the four valid batch processes in terms of the compensation module? (Choose four.)

- A. Start Workforce Compensation Cycle
- B. Refresh Workforce Compensation Data
- C. Transfer Workforce Compensation Data to HR
- D. Adjust Workforce Compensation Enrollment Window
- E. Back Out Workforce Compensation Data
- F. Evaluate Workforce Compensation Participation

Answer: ABCE

NEW QUESTION 52

A corporation has implemented Oracle Fusion Workforce Compensation for a manufacturing client. As an implementation consultant, you are required to set up the Deduction elements to capture the employee's personal contributions.

Which four can be categorized as Deduction components corresponding to payroll deduction elements? (Choose four.)

- A. Wage basis rules
- B. References for calculation factors
- C. Deduction group
- D. Elements
- E. Input values
- F. Flat amount
- G. Balance feeds

Answer: ABCD

NEW QUESTION 54

Your client's organization is a multi-country organization with headquarters in the US. All employees are covered under one global compensation plan. However,

the managers in each country want to administer compensation in their country's respective currency. How would you enable this feature? (Choose the best answer.)

- A. Set the preferred currency in the worksheet.
- B. Enable Currency Switching.
- C. Display the corporate currency.
- D. Use fast formula to display the employee currency using conversion rates.

Answer: B

NEW QUESTION 59

Your Workforce Compensation Plan has the following Plan Cycle setup:

- Evaluation Period Start Date: 1-Jan-2014
- Evaluation Period End Date: 31-Dec-2014
- Worksheet Update Period Start Date: 1-Jan-2014
- Worksheet Update Period End Date: 31-Dec-2014
- HR Data Extraction: 31-Dec-2014
- Eligibility Determination Date: 31-Dec-2014
- Worksheet Update Period Start Date: 1-Nov-2014
- Worksheet Update Period End Date: 31-Jan-2015

Due to reorganization in the month of December 2014, the Marketing department was split into two new departments: Branding and Communications, which resulted in transfers of many employees from one manager to another.

You, as the compensation administrator, are required to ensure that all the relevant organizational changes are included in the Compensation Worksheet. What would you have to do to accomplish this? (Choose the best answer.)

- A. Schedule the Refresh Workforce Compensation Data process nightly to ensure that line managers see the most current data, including the recent transfers and other employment changes.
- B. Run the Refresh Workforce Compensation Data process on 1-Nov-2014 because that is the date when line managers start updating the worksheet.
- C. Validate Plan Setup to ensure that all HR Data updates are accounted in the worksheet.
- D. Run the Back Out Workforce Compensation Data process with the "Full back out" option.

Answer: A

NEW QUESTION 62

If you enable Performance Ratings and rate workers within Workforce Compensation, which two statements are true? (Choose two.)

- A. Managers can rate workers as they allocate compensation.
- B. These ratings are used across compensation plan and cycles.
- 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: AD

NEW QUESTION 64

Your customer provides compensation such as salary, bonus earnings (paid twice a year), commissions, stock options, and company-paid taxes to its workers. The customer wants you to implement Compensation Statements with graphs. Which three values of the graph column will you exclude? (Choose three.)

- A. Dates
- B. Monetary Values
- C. more than one nonmonetary unit of measure
- D. Non Monetary Values
- E. Text

Answer: ADE

NEW QUESTION 66

Identify the three choices available when configuring approvals. (Choose three.)

- A. Approval mode
- B. Submit mode
- C. Alternate approver hierarchy
- D. Auto Approval

Answer: ABC

NEW QUESTION 70

Identify the three correct statements for an alternate approver hierarchy. (Choose three.)

- A. By defining alternate approvers, you replace the standard approval hierarchy for a manager with a new set or sequence of approvers.
- B. The alternate approver must be a part of the regular plan hierarchy.
- C. You can create multiple approvers for the same manager.
- D. The highest Approval sequence is the final approver.

Answer: ACD

Explanation:

By defining alternate approvers, you replace the standard approval hierarchy for a manager with a new set or sequence of approvers. The alternate approver does not have to be a part of the regular plan hierarchy. You can create multiple approvers for the same manager by identifying the specific individuals and using the approval sequence to determine the order in which approvals occur. The highest sequence is the final approver. Alternate hierarchies are commonly used when approval control transitions from managers to the HR department.

NEW QUESTION 72

You are creating grade rates. What values are necessary for any grade rate that you create? (Choose the best answer.)

- A. Minimum, Maximum, Mid Point, and Value
- B. Minimum, Maximum, Mid Point, or Value
- C. Minimum, Maximum, and Value
- D. Minimum, Maximum, or Value

Answer: D

Explanation:

Generate a warning message when a manager or compensation professional enters a new or adjusted salary that is outside the minimum or maximum values defined for the worker's grade in the grade rate attached to the salary basis.

NEW QUESTION 73

A corporation is implementing Oracle Fusion Workforce Compensation and needs to set up the following for all employees:

- Salary paid based on the grades of employees.
- Car allowance paid based on the department and position.
- Spot bonus paid based on a committee's decision.

Identify the correct option for the setup. (Choose the best answer.)

- A. Set up a salary basis for "Salary" and associate a grade rate matrix and the payroll element to it
- B. Set up individual compensation plans for the car allowance and spot bonus, and restrict the access to line manager and HR specialist respectively
- C. Additionally, add an eligibility profile to the car allowance to restrict it to specific departments and positions.
- D. Set up a salary basis for "Salary" and associate a grade rate matrix to it, and add a car allowance and spot bonus as components for the salary basis along with Salary
- E. Attach the required payroll elements to the salary
- F. Have salary validations to restrict access and payment for specific departments and positions.
- G. Set up an individual compensation plan with all three options
- H. Add the required payroll elements and add restriction based on eligibility profiles and plan access.
- I. Set up Salary and the spot bonus as two salary bases, because there are no eligibility restrictions
- J. Set up the car allowance as an individual compensation plan
- K. Add the required payroll elements and add eligibility profiles for the car allowance for specific departments and positions.

Answer: D

NEW QUESTION 76

Your client's organization is a multi-country organization with headquarters in the US, and managers have direct reports in different countries. In which three ways can the compensation currency be displayed? (Choose three.)

- A. Preferred currency
- B. Each employee's local currency
- C. The corporate currency
- D. Only one currency can be displayed

Answer: ABC

NEW QUESTION 81

The compensation plan that is implemented for your customer has a column that defaults based on a dynamic column. However, as per the customer's requirement, if the value in this column is manually updated in the worksheet by a manager, there should not be any further changes made to it automatically when the "Refresh Data" process is run. How can a compensation administrator achieve this? (Choose the best answer.)

- A. by setting up the properties of the column as updatable only once
- B. by deselecting the Refresh Data triggering event in the dynamic column
- C. by deselecting the Start Compensation Cycle triggering event in the dynamic column
- D. by deselecting the Change Worksheet Data triggering event in the dynamic column

Answer: B

NEW QUESTION 84

You are the compensation manager of a corporation. Which four tasks can you perform while administering compensation for your workforce? (Choose four.)

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

Answer: ABDF

NEW QUESTION 87

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.

Answer: CDE

NEW QUESTION 90

Contingent workers are ineligible as per the eligibility rules defined for your organization's compensation plan. The compensation plan cycle is started. As is the standard practice, the compensation administrator schedules the "Refresh Workforce Compensation Data" nightly. A worker who was a contingent worker is now an employee of the organization and the next day shows up in Manager's worksheet. How is this possible? (Choose the best answer.)

- A. Track Ineligible Workers is selected in the compensation plan.
- B. Show Ineligible Workers is selected in the compensation plan.
- C. Hide Ineligible Workers is selected in the compensation plan.
- D. Process Ineligible Workers is selected in the compensation plan.

Answer: D

NEW QUESTION 93

A corporation has implemented Oracle Fusion Workforce Compensation. As a Fusion consultant, you are required to set up Calculation Factors for the deduction elements setup.

Which two statements are correct regarding the Calculation Factors? (Choose two.)

- A. Calculation Factors indicate which deduction range to use when calculating the deduction amount.
- B. The Manage Deduction Ranges task in the Payroll Calculation work area is used to view the calculation factors defined.
- C. Calculation Factors define which classifications of earnings to consider when calculating the basis for the deduction element.
- D. The Manage Deduction Group Rates task in the Payroll Calculation work area is used to view the calculation factors defined.

Answer: AB

NEW QUESTION 98

Your customer wants to limit contributions to a particular individual compensation plan to workers with at least a year of service. How should you accomplish this? (Choose the best answer.)

- A. Create a relevant eligibility profile and associate it with the plan.
- B. Create user-defined criteria, and then create the eligibility profile and plan.
- C. Create a derived factor, and then create the eligibility profile and plan.
- D. Create an eligibility profile with the exclude option and associate it with the plan
- E. Use a fast formula to restrict access to the plan.

Answer: A

NEW QUESTION 102

While configuring the Budget page, you enable the "Compensation Performance Rating" column from which section? (Choose the best answer.)

- A. Summary
- B. Detail table
- C. Worker List
- D. Actions
- E. Information

Answer: B

NEW QUESTION 105

You have created a total compensation statement. However, you are not able to see one of the categories in the summary section on the left pane. What is the reason for this? (Choose the best answer.)

- A. The category does not have employee contribution.
- B. The category does not have employer contribution.
- C. The category has been added as a subcategory.
- D. The category does not have a graph defined in it.

Answer: C

NEW QUESTION 109

In the workforce compensation work area, the Manager's Worksheet Status is "In Approvals". What progress has the compensation manager made through a workforce compensation cycle? (Choose the best answer.)

- A. A budget was published to the manager.
- B. The manager submitted his or her worksheet for approval.
- C. The first-level manager approved the manager's worksheet.

- D. The highest-level manager or approver in the approval hierarchy approved the manager's worksheet.
- E. The manager saved some changes to his or her worksheet.

Answer: C

NEW QUESTION 112

After creating a compensation plan and eligibility profiles, you are currently modeling the budget allocation. The HR manager informs you that one employee under Supervisor 1 has been seconded to a different country on a temporary basis with no changes to his employment terms and that this employee must be removed from the budgeting exercise.

What is the correct way of achieving this? (Choose the best answer.)

- A. Use the Edit button in the Employee's included area while creating a model to exclude the employee.
- B. Modify the eligibility profile by using a formula to exclude the employee from appearing under Supervisor 1. After the compensation cycle is completed, revert the eligibility profile to its original form, if needed.
- C. Advise Supervisor 1 not to allocate any compensation for the employee
- D. In the meanwhile, manually adjust the budget allocated to Supervisor 1 to exclude the employee's amount.
- E. Use the Include check box next to the employee's name in the Budget worksheet to exclude the employee from the cycle.

Answer: C

NEW QUESTION 113

Your customer awards three types of bonuses to its workers: Joining Bonus, Ad-hoc Bonus, and Annual Bonus. All three bonuses are awarded by using element entries.

How would you configure the Compensation Statement? (Choose the best answer.)

- A. Create one Compensation Item as Bonus and specify the source type as Element Entr
- B. Associate the three elements with the Compensation Item.
- C. Create three Compensation Items: Joining Bonus, Ad-hoc bonus, and Annual Bonu
- D. Specify the source type as Element Entry and associate the respective elements with the respective Items.
- E. Create one Compensation Category as Bonus and specify the source type as Element Entr
- F. Associate the three elements with the Compensation Category.
- G. Create three Compensation Categories: Joining Bonus, Ad-hoc Bonus, and Annual Bonu
- H. Specify the source type as Element Entry and associate the respective Elements with the respective Categories.

Answer: B

NEW QUESTION 118

A corporation is implementing Oracle Fusion Workforce Compensation and the new salary basis is being created.

For an hourly paid employee, which option is true regarding the Annualization factor in the salary basis? (Choose the best answer.)

- A. For all hourly paid employees, a new salary basis needs to be created and associated that uses a frequency of "Hourly," and the Annualization factor will be the number of hours in a work year.
- B. Whether the employee is paid hourly or not, the Annualization factor is the multiplication factor used to convert base pay at the selected frequency to an annualized amount
- C. So any frequency can be used and the corresponding Annualization factor can be determined.
- D. The Annualization factor used in salary basis is only for display purposes
- E. The amount that is paid to the worker is always determined by the pay period on the payroll linked to worker's assignment.
- F. The Annualization factor used in a salary basis is only for display purposes
- G. The amount that is paid to the worker is always determined by the sum of all the components of the salary basis multiplied by 12.

Answer: D

NEW QUESTION 122

Identify the delivered workflow task for variable allocation approvals that has no rules. (Choose the best answer.)

- A. VariableAllocationTask
- B. VariableApprovalTask
- C. VariableAllocationFYITask
- D. VariableApprovalFYITask
- E. VariableContributionTask

Answer: D

Explanation:

None of the FYI approval workflow tasks have rules. The non-FYI workflow tasks are configured such that if the rule applies, then the notification is routed using the Supervisory list builder and response is required.

NEW QUESTION 124

Your client has a requirement where work-at-home assignments are not eligible for an employee compensation revision cycle. To facilitate capturing work-at-home assignment, you have created a custom column and associated a List of Values (LOV) with values "Yes" and "No". Now you wish to create an eligibility profile around this. Which is the correct option? (Choose the best answer.)

- A. User-defined-criteria-based eligibility profile on "Work-at-home" and value = "Yes" with exclude option selected
- B. User-defined-criteria-based eligibility profile on "Work-at-home" and value = "Yes" with exclude option deselected
- C. User-defined-criteria-based eligibility profile on "Work-at-home" and value = "No" with exclude option selected
- D. Derived-factor-based eligibility profile based on the "Work-at-home" column

Answer: A

NEW QUESTION 129

Which five tasks can be performed by a compensation manager? (Choose five.)

- A. Allocate compensation.
- B. Promote and rate worker performance while allocating compensation.
- C. Determine compensation amounts offline by downloading details to a spreadsheet.
- D. Review and approve work of Superior Manager.
- E. Generate company-configured compensation change statements to notify workers of a compensation award, job change, or performance rating assignment.
- F. Analyze proposed changes for equity among peer groups and by manager, alignment with the market, and pay for performance strategies.

Answer: ABCEF

NEW QUESTION 132

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

NEW QUESTION 136

As an implementation consultant, you are required to define a total compensation statement. To construct the total compensation statement, you must follow a set of activities in sequence.

Select the correct sequence to construct a total compensation statement. (Choose the best answer.)

- A. Create compensation items > attach the items to compensation categories > arrange categories hierarchically in the statement definition > specify the statement period and display options > generate the statement.
- B. Create compensation items > specify the statement period and display options > arrange categories hierarchically in the statement definition > attach items to compensation categories > generate the statement.
- C. Create compensation items > generate a statement > specify the statement period and display options > arrange categories hierarchically in the statement definition > attach items to compensation categories.
- D. Create compensation items > attach the items to compensation categories > generate the statement > specify the statement period and display options > arrange categories hierarchically in the statement definition.

Answer: A

NEW QUESTION 139

Which two methods can be used by the compensation administrator to publish budgets? (Choose two.)

- A. Publish budgets manually.
- B. Copy budget amounts from a previous cycle.
- C. Use a model to distribute budgets.
- D. Publish budgets automatically by running the Build Model process.

Answer: AC

NEW QUESTION 141

As a compensation manager, in which four cases would you find an employee newly added to your worksheet? (Choose four.)

- A. An employee transfers into your organization.
- B. An employee's data has been corrected by HR and it now satisfies the eligibility criteria.
- C. An employee leaves an organization.
- D. A contingent employee becomes a regular employee.
- E. A loaned employee in your organization returns after assignment completion.
- F. An intern in your organization gets his place confirmed as an employee.

Answer: ABDE

NEW QUESTION 144

The Fusion Compensation module must be integrated with Fusion Performance Rating. In which three ways can the performance rating be made available? (Choose three.)

- A. Integrate with Oracle Fusion Performance Management.
- B. Use compensation performance ratings.
- C. Use both Performance Management ratings and compensation ratings.
- D. Integrate with Oracle Fusion Goal Management.
- E. Integrate with Oracle Fusion Profile Management.

Answer: ABC

NEW QUESTION 146

As a compensation executive, you are required to upload stock data sent by a vendor of a corporation into the Fusion application. Which option is the correct method to do so? (Choose the best answer.)

- A. Manage Stock Grants >> Import Items
- B. Manage Stock Grants >> Import Category
- C. Manage Stock Grants >> Import Source
- D. Manage Stock Grants >> Prepare Import Spreadsheet

Answer: D

NEW QUESTION 151

What is the relationship between Net Pay and Earnings? (Choose the best answer.)

- A. Net Pay is a calculated balance that is the sum of standard earnings and supplemental earnings minus all the deductions calculated for the run.
- B. Net Pay is a calculated balance that is standard earnings minus all the deductions calculated for the run.
- C. Net Pay is a calculated balance that is the sum of standard earnings and supplemental earnings for the run.
- D. Net Pay is a calculated balance that is the sum of standard earnings and supplemental earnings minus all the non-voluntary deductions calculated for the run.

Answer: A

NEW QUESTION 155

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

Answer: C

NEW QUESTION 157

You can use predefined alerts to notify managers about issues on the worksheet that need their attention. Which four predefined alerts are available? (Choose four.)

- A. Salary changed in HR
- B. Allocation outside target range
- C. Grade changed in HR
- D. Job changed in HR
- E. Worker was terminated
- F. Worker is on long-term leave

Answer: ABCE

NEW QUESTION 159

Your customer has employees located in four countries (Unites States, Japan, India, and Germany) and each country has a specific salary range. How would you configure the salary bases? (Choose the best answer.)

- A. Create one salary basis and four different grade rates, and attach the grade rate to the salary basis at the employee level.
- B. Create four salary bases and one grade rate, and define different ranges for the same grade rate while attaching the grade rate to the salary bases.
- C. Create four salary bases and four grade rates, and attach the grade rates to the salary bases.
- D. Create one salary basis and one grade rate, and define different ranges for the salary basis at the employee level.

Answer: C

NEW QUESTION 164

Which three statements are true about payroll deductions? (Choose three.)

- A. Wage basis rules are defined at the personal level and the context value for the rule is captured on the deduction card.
- B. The rates and rules that are defined on a personal deduction card cannot override the values that are defined in the deduction ranges at the legislative level.
- C. A personal deduction card contains person-specific information that is used to calculate the deduction amount.
- D. The deduction element's status processing rule drives the calculation, accessing the rates and rules that are defined for the related payroll deduction and the values that are captured on a personal deduction card.
- E. A payroll deduction comprises the rates and rules that are used to calculate the deduction amount.

Answer: ADE

NEW QUESTION 169

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