

## Oracle.1Z0-1049-21.v2022-12-16.q58

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### NEW QUESTION: 1

A corporation has implemented Oracle Fusion Workforce Compensation. As a Fusion consultant, you are required to set up the Deductions options.

If Deduction cards are supported at multiple levels, which task in the Setup and Maintenance Work area is used to create deduction card overrides at the Payroll Statutory Unit level?

(Choose the best answer.)

- A. Manage Legal Reporting Unit Deduction Records
- B. Manage Legal Entity DeductionRecords
- C. Manage Payroll Deductions
- D. Manage Personal Deductions

**Answer: A (LEAVE A REPLY)**

Explanation

Use the Manage Personal Deductions task in the Payroll Calculations or Payroll Administration work area to create deduction card overrides at the payroll relationship level. If overrides are allowed, the Overrides Allowed on Deduction Cards tab appears in the Component Details section of the Manage Deduction Cards page when you select a deduction component. Click to define an override. The override value you enter varies based on the type of override item defined in the deduction range, as described in the previous section. For example, you may enter a rate to be used in the deduction calculation or an amount to be added to the calculated amount.

If your localization supports deduction cards at multiple levels, use the Manage Legal Entity Deduction Records task in the Setup and Maintenance work area to create deduction card overrides at the payroll statutory unit level. Use the Manage Legal Reporting Unit Deducti task in the Setup and Maintenance work area to create deduction card overrides at the tax reporting unit level.

### NEW QUESTION: 2

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

**Answer: A,C,D,F ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 3**

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. Allocate Workforce Compensation
- D. Manage Variable Allocations
- E. Manage Worker Contributions

**Answer: C ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 4**

When a manager clicks the "Prepare in workbook" option, while processing compensation changes, what population would she or he see in the exported Excel spreadsheet? (Choose the best answer.)

- A. Worksheet population
- B. The filtered population
- C. Budget sheet population
- D. Entire organization's population under that manager
- E. Direct Reports

**Answer: A ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 5**

Which three tasks are part of Plan Foundation Configuration Options? (Choose three.)

- A. Components
- B. Alerts
- C. Plan Access

- D. Plan Currency
- E. Feedback Survey

**Answer: A,C,D ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 6**

A corporation has implemented Oracle Fusion Compensation for a manufacturing client. The Fusion consultant created a Bonus element with primary classification as Supplemental earning.

What is true about the subclassifications for the created element? (Choose the best answer.)

- A. A sub-classification name cannot be reused under a different primary classification.
- B. Once a sub-classification is associated with a classification, it cannot be associated with another classification.
- C. Elements can have only one sub-classification.
- D. Sub-classifications provide a way to feed elements.

**Answer: B ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 7**

As an implementation consultant, you are required to define a total compensation statement. You are creating the compensation items for Salary, Merit Increase, and so on. Identify one set of values that Compensation Items can hold. (Choose the best answer.)

- A. Monetary, Timestamp, Boolean
- B. Monetary, Nonmonetary, Date, Text
- C. Monetary, Nonmonetary, Date, Boolean
- D. Monetary, Nonmonetary, Timestamp, Text

**Answer: ([SHOW ANSWER](#))**

#### **NEW QUESTION: 8**

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

**Answer: ([SHOW ANSWER](#))**

#### **NEW QUESTION: 9**

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

**Answer: D,E ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 10**

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. 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.
- B. Advise Supervisor 1 not to allocate any compensation for the employee. In the meanwhile, manually adjust the budget allocated to Supervisor 1 to exclude the employee's amount.
- C. Use the Edit button in the Employee's included area while creating a model to exclude the employee.
- D. Use the Include check box next to the employee's name in the Budget worksheet to exclude the employee from the cycle.

**Answer: B ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 11**

Your client's compensation plan for employees includes a component that is based on years of service in the organization. If a person completes 10 years in the company, he or she will be eligible for a seniority component and the associated fixed salary amount. What type of eligibility profile you would need to create in order to track workexperience of people?

(Choose the best answer.)

- A. Employment-based eligibility criteria using hire date
- B. Employment-based-eligibility-criteria using length of service
- C. Derived -factor-based eligibility criteria using length of service
- D. User-defined-criteria-based eligibility profile using hire date

**Answer: B ([LEAVE A REPLY](#))**

**NEW QUESTION: 12**

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. Employee X does not appear on any manager's sheet, because he will not be evaluated by the compensation plan.
- B. Manager Y, because this is the original manager of Employee X.
- C. Manager Z, because this is the current manager to whom Employee X is reporting.
- D. Both Manager Y and Manager Z, because he has worked under both of them during the current cycle.

**Answer:** ([SHOW ANSWER](#))

**NEW QUESTION: 13**

Identify three correct statements about changes in an employee's compensation when the employee's FTE value changes in employment. (Choose three.)

- A. If the salary record has the end date before the current date, FTE is fetched as of the salary end date and Annual Salary and Annual FT Salary are calculated by using that value.
- B. If the salary start date is after the current date (that is, it is a future-dated salary record), the FTE value is fetched as of the salary start date and Annual Salary and Annual FT Salary are calculated by using that value.
- C. If the salary record has the end date after the current date, FTE is fetched as of the salary end date and Annual Salary and Annual FT Salary are calculated by using that value.
- D. If the salary record end date is 31-DEC-4712 (that is, the date is "blank" in the salary UI), the FTE value is fetched as of the current system date and Annual Salary and Annual FT Salary are calculated by using that value.
- E. If the salary record end date is the same as the current date, FTE is fetched as of the salary end date and Annual Salary and Annual FT Salary are calculated by using that value.

**Answer:** ([SHOW ANSWER](#))

**NEW QUESTION: 14**

A corporation has implemented Oracle Fusion Workforce Compensation. The consultant creates multiple elements to meet the business requirements.

Which three statements will help him to make a decision about the element classification? (Choose three.)

- A. Elements can have multiple primary and multiple secondary classifications.
- B. Primary classifications are provided mainly to reflect tax legislation.
- C. Predefined primary classifications cannot be removed or changed.

- D. Predefined secondary classifications can be removed or changed.
- E. Secondary classifications are subsets of the primary classifications.

**Answer: B,C,E ([LEAVE A REPLY](#))**

**NEW QUESTION: 15**

Your client has set up an individual compensation plan for a contribution towards a retirement benefit. This contribution must be approved by the three-level manager hierarchy. While setting up the approval hierarchy, the compensation administrator wanted to set up notifications for any errors occurring during the workflow.

Identify the three allowed options needed to set up notifications accordingly. (Choose three.)

- A. Groups
- B. Individual users
- C. Duty roles
- D. Application roles

**Answer: A,C,D ([LEAVE A REPLY](#))**

**NEW QUESTION: 16**

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

**Answer: C ([LEAVE A REPLY](#))**

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**NEW QUESTION: 17**

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

- A. 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.
- B. A personal deduction card contains person-specific information that is used to calculate the deduction amount.
- C. Wage basis rules are defined at the personal level and the context value for the rule is captured on the deduction card.
- D. A payroll deduction comprises the rates and rules that are used to calculate the deduction amount.
- E. 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.

**Answer:** ([SHOW ANSWER](#))

**NEW QUESTION: 18**

As an implementation consultant, you have defined a total compensation statement. You have defined three compensation items (a new hire bonus, a profit sharing bonus, and a quarterly bonus), which are attached to the bonus category. You no longer need the quarterly bonus item but you are unable to delete it.

Which statement is true for the given scenario? (Choose the best answer.)

- A. The above scenario does not stand true as the item can be deleted.
- B. Before deleting the item, you must configure a zero value behavior for the item.
- C. More than one administrator might be using the item and, therefore, it cannot be deleted.
- D. The item cannot be deleted, because it is attached to a category.

**Answer:** C ([LEAVE A REPLY](#))

**NEW QUESTION: 19**

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

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

**Answer:** A,C,D ([LEAVE A REPLY](#))

**NEW QUESTION: 20**

A corporation is implementing Oracle Fusion Workforce Compensation and must set up compensation history.

Identify the three correct options regarding the salary component. (Choose three.)

- A. The growth rate shown in the details shows both cumulative and average annual salary growth rates.
- B. The base rate shown in the salary section is the most recent pay rate.
- C. The base rate shown in the salary section is the average of the pay rate for the entire year.
- D. The base rate shown in the previous years is the pay rate on 31 December of each year.

**Answer: A,B,D (LEAVE A REPLY)**

#### **NEW QUESTION: 21**

Performance ratings are enabled in the compensation plan. Which three statements are correct regarding performance ratings? (Choose three.)

- A. You can allow managers to update the overall performance rating, overall goal rating, and overall competency rating in the compensation worksheet.
- B. You can allow managers to enter performance ratings during the compensation cycle to be used only in the compensation plan.
- C. You cannot make completed performance document and corresponding ratings from Oracle Fusion Performance Management available to managers in the compensation worksheet.
- D. If you use performance ratings while allocating compensation, you can display the latest ratings to the managers during the compensation cycle.

**Answer: A,B,D (LEAVE A REPLY)**

#### **NEW QUESTION: 22**

What happens if eligibility requirements are different for components than they are for a plan? (Choose the best answer.)

- A. Component-level eligibility is evaluated before plan-level eligibility.
- B. Plan-level eligibility is ignored and a warning is reported.
- C. Component-level eligibility is ignored and a warning is reported.
- D. Plan-level eligibility is evaluated before component-level eligibility.
- E. This is not possible. Component-level eligibility is always identical to plan-level eligibility.

**Answer: D (LEAVE A REPLY)**

#### **NEW QUESTION: 23**

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 ([LEAVE A REPLY](#))**

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.

### **NEW QUESTION: 24**

Identify the correct option regarding the Payroll element details in the compensation history setup. (Choose the best answer.)

- A. Any payroll element can be added and all other details are auto-populated excluding the history category.
- B. Any payroll element can be added and all other details are auto-populated including the history category.
- C. Any payroll element can be added and the input value of the element must be selected. All other details are auto-populated excluding the history category.
- D. Any payroll element can be added and the input value of the element must be selected. All other details are auto-populated including the history category.

**Answer: ([SHOW ANSWER](#))**

### **NEW QUESTION: 25**

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

**Answer: B,C,F ([LEAVE A REPLY](#))**

**NEW QUESTION: 26**

Your customer's compensation manager needs to know, what are the four valid statuses of the compensation worksheet? (Choose four.)

- A. Partially approved
- B. Submitted
- C. Fully Approved
- D. Budget Available
- E. Started
- F. Unprocessed
- G. Closed
- H. Processed

**Answer: B,C,D,H ([LEAVE A REPLY](#))**

**NEW QUESTION: 27**

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

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

**Answer: B ([LEAVE A REPLY](#))**

**NEW QUESTION: 28**

As an implementation consultant, you have created compensation items for the total compensation statement but have not attached them to compensation categories.

In this situation, which statement is correct? (Choose the best answer.)

- A. You can add items to statement definitions directly.
- B. You cannot add items to statement definitions directly, and you cannot add items to a compensation category.
- C. To include items in statements you must add items to a compensation category.
- D. You can add items to statement definitions directly, and to include items in statements you must add items to a compensation category.

**Answer: C ([LEAVE A REPLY](#))**

**NEW QUESTION: 29**

What is the maximum number and kind of items that you can add when defining a custom category? (Choose the best answer.)

- A. three subcategories

- B. three items
- C. three custom columns
- D. five custom columns

**Answer:** ([SHOW ANSWER](#))

**NEW QUESTION: 30**

Your customer has standard working hours = 40 hours per week. An employee has the following salary basis setup:

- \* Working hours = 32 hours per week
- \* Base pay = 20 USD per hour

What will be the employee's Annual Salary and Annualized full-time salary? (Choose the best answer.)

- A. Annual Salary = 41600, Annualization Salary = 41600
- B. Annual Salary = 32280, Annualization Salary = 41600
- C. Annual Salary = 32280, Annualization Salary = 52000
- D. Annual Salary = 52000, Annualization Salary = 41600

**Answer:** A ([LEAVE A REPLY](#))

**NEW QUESTION: 31**

You are an implementation consultant, and the client organization wants you to provide a solution for how not to display the welcome message in the total compensation statement. What will your answer in this situation be? (Choose the best answer.)

- A. Changing the welcome message is not possible.
- B. Edit the "Do not display Welcome message" option in "Compensation Item."
- C. Edit the "Do not display Welcome message" option in "Compensation Category."
- D. Edit the "Do not display Welcome message" option in "Statement Definition."

**Answer:** D ([LEAVE A REPLY](#))

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**NEW QUESTION: 32**

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

**Answer: A ([LEAVE A REPLY](#))**

### **NEW QUESTION: 33**

While administering compensation, the managers in the organization want to first allocate compensation to the outstanding performers with compa-ratio less than 80 and, therefore, want to view only this population. How would you, as a consultant, help the managers to achieve this? (Choose the best answer.)

- A. Use the sort feature in the worksheet to control this.
- B. Use the Advanced Filter option in the worksheet to create a custom condition.
- C. Control the population by using eligibility profiles.
- D. This cannot be done once the population is finalized and the compensation cycle is started.

**Answer: B ([LEAVE A REPLY](#))**

### **NEW QUESTION: 34**

When upper-level managers change the plan access of one or more lower-level managers, they receive a notification informing them about the change in access. Which option do they receive to act on the notification? (Choose the best answer.)

- A. Dismiss
- B. Reply
- C. Accept
- D. Reject

**Answer: ([SHOW ANSWER](#))**

### **NEW QUESTION: 35**

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 Entry. Associate the three elements with the Compensation Item.
- B. Create three Compensation Categories: Joining Bonus, Ad-hoc Bonus, and Annual Bonus. Specify the source type as Element Entry and associate the respective Elements with the respective Categories.

**C.** Create one Compensation Category as Bonus and specify the source type as Element Entry. Associate the three elements with the Compensation Category.

**D.** Create three Compensation Items: Joining Bonus, Ad-hoc bonus, and Annual Bonus. Specify the source type as Element Entry and associate the respective elements with the respective Items.

**Answer: D (LEAVE A REPLY)**

**NEW QUESTION: 36**

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 payroll element with one option but with multiple plans.
- 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 option with the same payroll element and input value.

**Answer: B,D (LEAVE A REPLY)**

**NEW QUESTION: 37**

While configuring the Budget page, you are setting the properties of the Job column. Which two sections are available in the properties for the Job column? (Choose two.)

- A.** Information
- B.** General
- C.** Legal Employer
- D.** Default Value

**Answer: B,D (LEAVE A REPLY)**

**NEW QUESTION: 38**

Your customer wants line managers to be able to access the active workforce compensation plan during the first three months of the Plan period, but not to update it. The evaluation period start and end dates for the plan are January 1 to December 31 of the year.

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

- A.** Configure Plan access start and end dates from January 1 to March 31 of the year and Worksheet update period start and end dates from April 1 to December 31 of the year.
- B.** Configure Worksheet update period start and end dates from January 1 to March 31 of the year and Plan access start and end dates from April 1 to December 31 of the year.
- C.** Configure Worksheet update period start and end dates from January 1 to December 31 of the year.
- D.** Configure Plan access start and end dates from January 1 to December 31 of the year.

**Answer: A (LEAVE A REPLY)**

**NEW QUESTION: 39**

You are required to explain to your client the use of Hierarchy design in Compensation Process. Which two Compensation-related activities use Hierarchy? (Choose two.)

- A. Plan access
- B. Feedback survey
- C. Allocating budgets
- D. Sending Compensation alerts
- E. Approval routing

**Answer:** ([SHOW ANSWER](#))

#### **NEW QUESTION: 40**

Identify the four correct options about the summary tables in the compensation history. (Choose four.)

- A. The summary table of payroll elements gives detailed information about element, input value, actual value and the grand total for the year.
- B. The summary table of other compensation gives detailed information about effective date, amount, currency, and grand total information about all awards.
- C. The Salary summary table gives detailed information about salary history, percentagechange, compa-ratio, and growth rate.
- D. The summary table of recruiting payments gives detailed information about effective date, amount, currency, and grand total information for an individual award or compensation amounts.
- E. The Stock summary table gives detailed information about grant date and price, granted, vested, and unvested shares, and the estimated value of unvested shares.

**Answer:** ([SHOW ANSWER](#))

#### **NEW QUESTION: 41**

Your client has a requirement that allows a salary adjustment based on the number of dependents the employee has, and this allowance must be mapped to a separate component. Because this allowance cannot have a logical mapping with any of the predefined components, you decide to create a new salary component called "Family Allowance".

Which option would you use to achieve this? (Choose the best answer.)

- A. The Compensation Models
- B. The Configure Compensation Component task in Manage plans
- C. It is not possible to achieve this, because only the delivered salary components can be used.
- D. The Salary Component Lookup

**Answer:** D ([LEAVE A REPLY](#))

#### **NEW QUESTION: 42**

Which three statements are true about individual compensation plans? (Choose three.)

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

**Answer: B,C,E (LEAVE A REPLY)**

### **NEW QUESTION: 43**

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

**Answer: B (LEAVE A REPLY)**

### **NEW QUESTION: 44**

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.** Validate Plan Setup to ensure that all HR Data updates are accounted in the worksheet.
- 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.** 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.
- D.** Run the Back Out Workforce Compensation Data process with the "Full back out" option.

**Answer:** ([SHOW ANSWER](#))

#### **NEW QUESTION: 45**

The Budget Pool Storage Method selected is "Amount." One of the line managers in the organization has twenty employees reporting to him. One of the employees leaves the organization during the compensation cycle.

What will be the effect on the budget allocated to the Line Manager? (Choose the best answer.)

- A.** The published budgets change when a manager's total eligible salary changes, such as when workers eligibility changes.
- B.** The published budgets is always a percentage of the total budget pool.
- C.** The published amounts stay with the manager when workers are reassigned or their eligibility changes.
- D.** The published budgets change when a manager's total eligible salary changes, such as when workers are reassigned.

**Answer:** **C** ([LEAVE A REPLY](#))

#### **NEW QUESTION: 46**

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.** Update the eligibility profile to include the contingent workers and run the Start Workforce Compensation Cycle process.

**B.** Rerun the Refresh Workforce Compensation Data process by selecting Refresh Option - Reevaluate Eligibility.

**C.** Run the Start Workforce Compensation Cycle process.

**D.** Update the eligibility profile to include the contingent workers and rerun the Refresh Workforce Compensation Data process by selecting Refresh Option - Reevaluate Eligibility.

**Answer: D (LEAVE A REPLY)**

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#### **NEW QUESTION: 47**

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.

**Answer: A (LEAVE A REPLY)**

#### **NEW QUESTION: 48**

What are two attributes of primary element classifications? (Choose two.)

**A.** They are predefined.

**B.** They are globally applicable.

**C.** They are user defined.

**D.** They are not editable.

**E.** They are editable.

**Answer: C,D (LEAVE A REPLY)**

**NEW QUESTION: 49**

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

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

**Answer:** [\(SHOW ANSWER\)](#)

**NEW QUESTION: 50**

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 position approval hierarchy that overrides the plan hierarchy.
- B. Create an alternate manager approval hierarchy and replace the plan hierarchy with the created alternate 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:** [A \(LEAVE A REPLY\)](#)

**NEW QUESTION: 51**

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. Your user role does not have access to view the plan.
- B. The compensation administrator or equivalent role is not attached to your plan.
- C. Access to the compensation administrator role is restricted in Plan Access.
- D. Restrict Plan access is set to "NO"; however, the roles that are allowed are not specified.
- 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,C,E \(LEAVE A REPLY\)](#)

## 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.

### **NEW QUESTION: 52**

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. Leave of Absence
- B. Allocation exceeding target
- C. Employee termination
- D. Any custom alert

**Answer: A ([LEAVE A REPLY](#))**

### **NEW QUESTION: 53**

When initiating an award, what is correct regarding possible workflow tasks? (Choose the best answer.)

- A. You must use VariableAllocationFYITask and not VariableAllocationTask.
- B. You may use either VariableAllocationTask and VariableAllocationFYITask
- C. You must use VariableAllocationTask and edit the rules if using only for notification.
- D. You must use VariableAllocationTask and not VariableAllocationFYITask.

**Answer: ([SHOW ANSWER](#))**

### **NEW QUESTION: 54**

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

**Answer: ([SHOW ANSWER](#))**

### **NEW QUESTION: 55**

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 the sum of standard earnings and supplemental earnings for the run.

C. 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.

D. Net Pay is a calculated balance that is standard earnings minus all the deductions calculated for the run.

**Answer: A ([LEAVE A REPLY](#))**

**NEW QUESTION: 56**

A corporation has set up an individual compensation plan for a contribution towards a retirement benefit.

This contribution must be approved by the four-level manager hierarchy.

Identify all the four builders that support a restriction for the number of levels. (Choose four.)

A. Job Level

B. Supervisory

C. Resource

D. Management Chain

E. Position

F. Department Level

**Answer: ([SHOW ANSWER](#))**

**NEW QUESTION: 57**

Which four tasks are part of Worksheet Configuration Options? (Choose four.)

A. Performance ratings

B. Compensation change statements

C. Components

D. Models

E. Alerts

F. Plan cycles

**Answer: A,B,C,E ([LEAVE A REPLY](#))**

**NEW QUESTION: 58**

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 Statement Definition

B. Compensation Category

C. Compensation Source

D. Compensation Item

**Answer: C ([LEAVE A REPLY](#))**

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