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## Oracle Compensation Cloud 2022 Implementation Professional

Oracle 1z0-1049-22

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## QUESTION NO: 1

Your customer has employees located in four countries (United 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**

## QUESTION NO: 2

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: A B C**

## QUESTION NO: 3

As a Fusion implementation consultant, you are configuring Fusion HCM Compensation Management module for a manufacturing client. Which three statements are correct in relation to compensation statement display options? (Choose three.)

- A. You can hide table columns.
- B. You can configure display of zero values.
- C. You cannot hide regions for graphs or descriptions at the statement definition setup level.
- D. You cannot exclude a category from the statement summary at the category setup level.
- E. You cannot include and hide the welcome message at the statement definition setup level.

F. You can hide or show the estimated amount indicator at the category setup level.

**ANSWER: B C F**

## QUESTION NO: 4

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

**ANSWER: A**

## QUESTION NO: 5

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: A E**

### Explanation:

Reference: [http://docs.oracle.com/cd/E25054\\_01/fusionapps.1111/e20376/F566544AN493F2.htm](http://docs.oracle.com/cd/E25054_01/fusionapps.1111/e20376/F566544AN493F2.htm) (compensation items and sources: explained)

## QUESTION NO: 6

A corporation has implemented Oracle Fusion Workforce Compensation. The requirement is that Bonus Amount should be given only to the Full-Time Assignment category employees who work on weekly payroll. Additionally, the costing information must be transferred to General Ledger.

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

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

**ANSWER: C**

**Explanation:**

Reference: [https://docs.oracle.com/cd/E18727\\_01/doc.121/e13559/T8916T8918.htm](https://docs.oracle.com/cd/E18727_01/doc.121/e13559/T8916T8918.htm)

## QUESTION NO: 7

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 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.
- C. 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.
- D. 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.
- 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: B**

## QUESTION NO: 8

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: A D E**

**Explanation:**

Reference: [http://docs.oracle.com/cd/E36909\\_01/fusionapps.1111/e20379/F720777AN456E2.htm](http://docs.oracle.com/cd/E36909_01/fusionapps.1111/e20379/F720777AN456E2.htm)

**QUESTION NO: 9**

An organization provides compensation such as salary and bonus earnings for its workers. It also tracks commissions and company-paid taxes for them.

Which two statements are true when configuring the items? (Choose two.)

- A. Benefit Balance will require you to specify the Legislative Data Group as the Additional Data Entry.
- B. Element Entry will require you to specify the Legislative Data Group as the Additional Data Entry.
- C. Formula will require you to specify the Legislative Data Group as the Additional Data Entry.
- D. Payroll Balance will require you to specify the Legislative Data Group as the Additional Data Entry.

**ANSWER: C D**

**QUESTION NO: 10**

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**