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Oracle Compensation Cloud 2024 Implementation Professional

Questions&AnswersPDF

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Question: 1

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

Response:

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

Answer: B

Question: 2

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.)

Response:

- A. Configure one compensation plan and add as many options as three are allowed for vehicle types and models. Define eligibility and associate the same payroll element to all the options such that an employee can use only one option.
- B. 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.
- C. Configure one compensation plan, add as many options as there are allowed for different types and models. 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.
- D. 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

Question: 3

Identify the list builder that is used in the delivered variable allocation task that appears to all allocations.

(Choose the best answer.)

Response:

- A. Position Hierarchy
- B. Dynamic Approval Group
- C. Static Approval Group
- D. Supervisory Hierarchy
- E. Auto Approval

Answer: A

Question: 4

A corporation implemented Oracle Fusion Workforce Compensation. A salary basis has been created and attached to the employee and a compensation cycle has been run. The corporation wants to include a new component as part of the salary basis.

Which three are predefined components?

(Choose three.)

Response:

- A. Regular and automatic adjustment
- B. Market adjustment due to salary being out of line with the market
- C. Equity adjustment to correct salary compression or inversion
- D. Adjustment due to corrections within the organization

Answer: A,B,C

Question: 5

When compiling Fast Formula, you receive the error message "Database item PER_ASG_ATTR1BUTE 3 must have a DEFAULT statement because it was specified that null or not found is allowed."

What is the cause of the error?

(Choose the best answer.)

Response:

- A. misuse of context
- B. uninitialized variable
- C. incorrect operator usage
- D. syntax error

Answer: C

Question: 6

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.)

Response:

- 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: A,B,C,D

Question: 7

While configuring the Budget page, you enable the "Compensation Performance Rating" column from which section?

(Choose the best answer.)

Response:

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

Answer: B

Question: 8

Which four statements are true if you enable Performance Ratings and integrate with Oracle Fusion Performance Management?

(Choose four.)

Response:

- A. You can display overall and calculated performance ratings given in the Performance Management system and provide access to the full performance document from within the worksheet.
- B. You select the performance template or document name and the period to make available, and whether to display only completed ratings or ratings in any status.
- C. You have the option to update the overall performance rating, overall goal rating, and overall competency rating in the compensation worksheet.

- D. You need to refresh the HR data for ratings updated in Performance Management so they are updated in the worksheet.
- E. You can also display the Performance Rating History column in the worksheet to see historical ratings given in the Performance Management system.

Answer: A,B,C,D

Question: 9

Which two tasks are performed by compensation managers while determining budgets?
(Choose two.)
Response:

- A. Manually calculate budget amounts or automatically determine budget amounts by using a model.
- B. With administrative budgeting, enable managers to award compensation within their allocated budget amounts by automatically publishing budget amounts.
- C. Determine budget amounts offline by downloading budget details to a spreadsheet.
- D. Publish budgets to line managers to distribute budgets down the reporting hierarchy or to allocate budget amounts at the employee level.

Answer: B,D

Question: 10

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.)
Response:

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

Answer: C



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