

# Oracle

## 1Z0-1049-20 Exam

### Oracle Compensation Cloud 2020 Implementation Essentials



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# Version: 4.0

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**Question: 1**

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

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**Answer: B**

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Reference:

[https://docs.oracle.com/cd/E60665\\_01/common/FAIWC/F1477720AN1CD0E.htm#F1477720AN1CD0E](https://docs.oracle.com/cd/E60665_01/common/FAIWC/F1477720AN1CD0E.htm#F1477720AN1CD0E)

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**Question: 2**

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A corporation implemented Fusion Compensation and must run a compensation cycle. The corporation has seven different active components in the salary basis. Salaries of all the employees must be updated in bulk mode.

Which statement is true about the bulk update using Integrated Workbook? (Choose the best answer.)

- A. Integrated Workbook can be used to update all the seven components.
- B. Only the first four active components will be loaded at a time by Integrated Workbook.
- C. Only the first five active components will be loaded at a time by Integrated Workbook.
- D. Only the first six active components will be loaded at a time by Integrated Workbook.

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**Answer: C**

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**Question: 3**

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Which two statements are true about Base Pay? (Choose two.)

- A. For Base Pay earnings elements, eligibility is determined by the salary basis that is assigned to the

worker.

- B. You attach elements at various levels in the Salary object hierarchy to create deductions and earnings that can be processed in a payroll run to calculate Base Pay.
- C. You attach a single earnings element to each salary basis to hold Base Pay earnings, and assign a salary basis to each worker to calculate Base Pay.
- D. You enter a salary basis for each worker that becomes the worker's Base Pay earnings.
- E. For Base Pay earnings elements, eligibility is determined by the deduction basis that is assigned to the worker.

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**Answer: AC**

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Reference:

[https://docs.oracle.com/cd/E60665\\_01/common/FAIWC/F1443670AN12C58.htm#F595603AN1468A](https://docs.oracle.com/cd/E60665_01/common/FAIWC/F1443670AN12C58.htm#F595603AN1468A)  
[https://docs.oracle.com/cd/E37583\\_01/fusionapps.1116/e20379/F720777AN425A7.htm](https://docs.oracle.com/cd/E37583_01/fusionapps.1116/e20379/F720777AN425A7.htm)

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### Question: 4

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Which statement is true regarding elements? (Choose the best answer.)

- A. Elements have possibly multiple primary classifications, one secondary classification, and one subclassification.
- B. Elements have one primary classification, one secondary classification, and one subclassification.
- C. Elements have possibly multiple primary classifications, possible multiple secondary classifications, and possibly multiple subclassifications.
- D. Elements have one primary classification, possibly multiple secondary classifications, and possibly multiple subclassifications.
- E. Elements have one primary classification, one secondary classification, and possibly multiple subclassifications.

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**Answer: E**

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Explanation:

Subclassifications provide a way to feed balances. Elements can have only one primary and secondary classification, but multiple subclassifications. You can create subclassifications or use predefined ones. Once a subclassification is associated with a classification it cannot be associated with another classification. A subclassification name can be reused under different primary classifications, but you will have to create separate balance feeds for each subclassification with the same name.

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### Question: 5

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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. Sub-classifications provide a way to feed elements.
- B. Once a sub-classification is associated with a classification, it cannot be associated with another

classification.

C. A sub-classification name cannot be reused under a different primary classification.

D. Elements can have only one sub-classification.

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**Answer: B**

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Reference: Subclassifications provide a way to feed balances. Elements can have only one primary and secondary classification, but multiple subclassifications. You can create subclassifications or use predefined ones. Once a subclassification is associated with a classification it cannot be associated with another classification. A subclassification name can be reused under different primary classifications, but you will have to create separate balance feeds for each subclassification with the same name.

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