

Oracle 1D0-1049-23-D

Oracle Compensation Cloud 2023 Implementation Professional - Delta

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Questions**

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QUESTION: 1

How would you control the task of determining if a person is eligible for a compensation plan? (Choose the best answer.)

- Option A : a mix of element eligibility and eligibility profiles
- Option B : through element eligibility only, never with eligibility profiles
- Option C : with the eligibility profiles, never through element eligibility
- Option D : either with eligibility profiles or through element eligibility

Correct Answer: A

QUESTION: 2

As compensation manager, you are generating a total compensation statement for a corporation. Which two options are mandatory to be used as inputs while generating the total compensation statement? (Choose two.)

- Option A : Statement Definition Name
- Option B : Statement Period
- Option C : Legal Employer
- Option D : Compensation Category

Correct Answer: B,D

QUESTION: 3

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

- Option A : Allocate compensation.
- Option B : Promote and rate worker performance while allocating compensation.
- Option C : Determine compensation amounts offline by downloading details to a spreadsheet.
- Option D : Review and approve work of Superior Manager.
- Option E : Generate company-configured compensation change statements to notify workers of a compensation award, job change, or performance rating assignment.

Option F : Analyze proposed changes for equity among peer groups and by manager, alignment with the market, and pay for performance strategies.

Correct Answer: A,B,C

QUESTION: 4

When compiling Fast Formula, you receive the error message "Database item PER_ASG_ATTRIBUTE3 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.)

Option A : misuse of context

Option B : uninitialized variable

Option C : incorrect operator usage

Option D : syntax error

Correct Answer: C

QUESTION: 5

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.)

Option A : Regular and automatic adjustment

Option B : Market adjustment due to salary being out of line with the market

Option C : Equity adjustment to correct salary compression or inversion

Option D : Adjustment due to corrections within the organization

Correct Answer: A,B,C

QUESTION: 6

While configuring the Budget page, which five tabs are available in Page Layout? (Choose five.)

Option A : Budgeting

- Option B : Summary
- Option C : Detail table
- Option D : Worker List
- Option E : Actions
- Option F : Comments
- Option G : Information

Correct Answer: A,B,C,D

QUESTION: 7

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.)

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

Correct Answer: B

QUESTION: 8

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.)

- Option A : Your user role does not have access to view the plan.
- Option B : The compensation administrator or equivalent role is not attached to your plan.

Option C : Access to the compensation administrator role is restricted in Plan Access.

Option D : Restrict Plan access is set to "NO"; however, the roles that are allowed are not specified.

Option 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."

Correct Answer: A,C

Explanation/Reference:

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.

QUESTION: 9

Which three statements are true regarding plan cycles? (Choose three.)

Option A : All active plans are available to be cross-referenced, even plans with no started cycles.

Option B : You can display a target amount or custom score from a previous plan cycle in the current plan cycle.

Option C : Active plans are available to be cross-referenced, except plans with no started cycles.

Option D : You cannot display a target amount or custom score from a previous plan cycle in the current plan cycle.

Option E : You can reference a plan within itself to display values from a previous plan cycle in a subsequent cycle

Correct Answer: A,B

Explanation/Reference:

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.

QUESTION: 10

While you are setting up Stock Details, you notice that the details you entered are different from the ones showing up in system. What could have been the possible reasons for this? (Choose the best answer.)

Option A : You may have forgotten to save the changes made.

Option B : Another administrator might have accessed these settings after you have saved it.

Option C : Network connectivity issue may have hindered your data being sent to the server.

Option D : You do not have the privileges to change Stock Details.

Correct Answer: B

QUESTION: 11

You are configuring a work-administered individual compensation plan where your workers can enroll in the plan anytime during the year, but can discontinue their contributions only in the month of March each year. How should you achieve this? (Choose the best answer.)

Option A : Select specific HR actions such as transfer, promotion, and new hire for the plan with access level for each action allowed during a specific period.

Option B : Do not select any additional actions other than Manage Contributions with access level as Create: Always allowed; Update: Allowed during a specified period; Discontinuing: Never allowed.

Option C : Make the plan available for all actions in the list with access level for each action Always allowed.

Option D : Do not select any additional actions other than Manage Contributions with access level for each action as Create: Always allowed; Update: Never allowed; Discontinuing: Allowed during a specified period.

Correct Answer: D

QUESTION: 12

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 work experience of people? (Choose the best answer.)

Option A : Employment-based eligibility criteria using hire date

Option B : Derived -factor-based eligibility criteria using length of service

Option C : User-defined-criteria-based eligibility profile using hire date

Option D : Employment-based-eligibility-criteria using length of service

Correct Answer: D

QUESTION: 13

A corporation is implementing Oracle Fusion Workforce Compensation and needs to set up compensation history. Identify the three correct options regarding the various compensations shown in the history. (Choose three.)

Option A : Compensation history displays six categories of compensation.

Option B : Compensation history automatically retrieves salary and stock-related information. The Recruiting payments and other categories have to be added manually.

Option C : Compensation history shows one-time payments in other compensation and allowances paid regularly in recruiting payments.

Option D : The summary in the compensation history shows the data for only five years.

Correct Answer: B,C,D

QUESTION: 14

A corporation has implemented Oracle Fusion Workforce Compensation. Per business requirements, the Fusion consultant must integrate Oracle Fusion Workforce Compensation with Oracle Fusion Benefits to fetch the value of Benefits Amount as one of the input values for the Benefit element to get the eligible salary of an employee for the compensation process. Identify the option that will enable fetching of the Benefits Amount value. (Choose the best answer.)

Option A : Select the "Allow User Entry" and "Create a Database Item" check boxes for the element input value.

Option B : Database items are created by default for the element input values.

Option C : Select "Pay Separately" as the "Special Purpose" option.

Option D : Create an "Amount" input value at the element eligibility link level.

Correct Answer: A

QUESTION: 15

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.)

Option A : Monetary, Nonmonetary, Date, Text

Option B : Monetary, Nonmonetary, Timestamp, Text

Option C : Monetary, Timestamp, Boolean

Option D : Monetary, Nonmonetary, Date, Boolean

Correct Answer: B

QUESTION: 16

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.)

Option A : Configure one compensation plan and add as many options as there 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.

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.

Option 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.

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.

Correct Answer: C

QUESTION: 17

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

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

Correct Answer: B

QUESTION: 18

A corporation has implemented Oracle Fusion Workforce Compensation and set up an individual compensation plan with the following details. Name: Variable component Restrict plan access: Yes Action: Manage Contributions Access Level: New Allocations: Always Allow Update Allocations: Never Allow Discontinue Allocations: "Allowed during a specific period" with the period start and end dates configured. Identify the correct option for the possible actions. (Choose the best answer.)

- Option A : All Employees will be able to start the contribution anytime, update never, but discontinue during the period defined.
- Option B : Only managers will be able to start the contribution anytime, update never, but discontinue during the period defined for any specific employee by using the manager dashboard.
- Option C : The plan setup is always for HR to take actions and, therefore, only HR will be able to start the contribution anytime, update never, but discontinue during the period defined for any specific employee.
- Option D : The contribution will be automatically added to all the employees in the payroll and HR can discontinue allocations on a request basis.

Correct Answer: A

QUESTION: 19

Your customer is planning to configure an Individual Compensation Company Car Plan to include only the Sales department employees. The customer also wants to restrict luxury model vehicles to executive positions. Which three statements are true about accomplishing this? (Choose three.)

- Option A : Create an eligibility profile to include only the Sales department and attach it to Company Car

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