

Oracle 1Z0-1049-26

Oracle Compensation Cloud 2026 Implementation Professional

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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.)

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

Answer: A

QUESTION 2

Your customer's compensation has an itemized structure. The company wants to increase the Cost of Living allowance of the employees living in the New Jersey area by 3% to compensate for the increased living costs there. Which feature of Oracle Fusion Workforce Compensation can be used to achieve this? (Choose the best answer.)

- A. Budget Pools*
- B. Plan Eligibility*
- C. Salary Component*
- D. Action and Action Reasons*
- E. Plan Access*

Answer: C

QUESTION 3

A corporation has implemented Oracle Fusion Workforce Compensation. A Salary basis has been created to manage employees' salaries. It has a payroll element attached. As part of the Salary changes, when the compensation manager is trying to update the Salary amounts, the same is not reflecting in the payroll elements entries of the employee.

Identify the two possible causes for the issue. (Choose two.)

- A. Automatic entry is checked for the payroll element used.*
- B. Automatic entry is checked at the element eligibility link for the payroll element used.*
- C. Salary basis is configured to be non-updatable.*
- D. No components are defined to handle these salary adjustments.*

Answer: A,C

QUESTION 4

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 5

An employee of a corporation is on a weekly payroll with an hourly rate of 20 USD. Identify the option for the frequency shown in the base rate of compensation history. (Choose the best answer.)

- A. hourly, because the employee has hourly pay*
- B. weekly, because the employee is on a weekly payroll*
- C. annually, because the history must always be shown with annual amounts*
- D. the frequency of the employee's salary basis*

Answer: B

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