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**Exam** : **1z1-1049**

**Title** : Oracle Compensation Cloud  
2019 Implementation  
Essentials

**Vendor** : Oracle

**Version** : DEMO

**NO.1** The compensation manager wants to run the batch process to start the compensation cycle. Which statement correctly describes the Back Out Workforce Compensation Data process? (Choose the best answer.)

- A.** It backs out started and processed events for participants.
- B.** It removes unneeded transaction data from prior plan cycles.
- C.** It reverses a completed Start Workforce Compensation Cycle process or removes posted salary, payroll, and HR changes.
- D.** It backs out unrestricted events for participants.

**Answer:** C

**NO.2** A corporation needs to set up a compensation plan for a Housing allowance that will allow the company to grant these allowances to only employees above a particular role.

Identify the option that indicates the correct way of implementing it. (Choose the best answer.)

- A.** Set up access restrictions to the individual compensation plan using the correct HR action so that it can be added only to the specific roles.
- B.** Set up role-based security to the individual compensation work area so that only managers are allowed.
- C.** Set up a salary basis and restrict the eligibility to the required roles.
- D.** They payroll administrator must add the element to the employees in the specified roles, because this cannot be achieved through configuration.

**Answer:** D

**NO.3** While configuring a plan cycle, you have set the Worksheet update start and end dates as 15-Apr-2014 and

31-May-2014, respectively. However, when a manager logs into the workforce compensation area on 5-Apr-2014, he is able to see the active plan, but in read-only mode.

What could be the possible reason for this? (Choose the best answer.)

- A.** Active plans are always shown in read-only mode from the Evaluation period start date, which is always prior to the Worksheet update date.
- B.** Active plans are always shown in read-only mode until the Worksheet update period starts.
- C.** Active plans are always shown in read-only mode once it is past the eligibility determination date.
- D.** Active plans are always shown in read-only mode from the Plan Access start date, which is generally prior to the Worksheet update date.

**Answer:** A

**NO.4** Your client's organization is a multi-country organization with headquarters in the US. All employees are covered under one global compensation plan. However, the managers in each country want to administer compensation in their country's respective currency. How would you enable this feature? (Choose the best answer.)

- A.** Display the corporate currency.
- B.** Enable Currency Switching.
- C.** Set the preferred currency in the worksheet.
- D.** Use fast formula to display the employee currency using conversion rates.

**Answer:** B

**NO.5** A corporation has implemented Oracle Fusion Workforce Compensation. Oracle Fusion Supplemental Earning Elements must now be created to capture ad hoc payments for eligible workforce.

Which two statements are true about element eligibility criteria for such elements? (Choose two.)

- A.** You can define multiple eligibility criteria for each element, but there must be an overlap between them.
- B.** You cannot define multiple eligibility criteria for each element in any case.
- C.** Some element eligibility criteria may not be available, depending on the level at which the element is attached.
- D.** You can define multiple eligibility criteria for each element, but there must not be any overlap between them.

**Answer:** B,D

Explanation

You can define more than one eligibility criteria for each element but there must be no overlap between them.

For example, you could create one criteria for the combination of grade A and the job Accountant. However, you could not create one criteria for grade A and a second for the job Accountant. This would imply that an accountant on grade A is eligible for the same element twice. If you have more than one criteria for an element, you can enter different default values, qualifying conditions, and costing information for each eligibility group.

**NO.6** A corporation has implemented Oracle Fusion Workforce Compensation. As a Fusion consultant, you are required to set up Calculation Factors for the deduction elements setup. Which two statements are correct regarding the Calculation Factors? (Choose two.)

- A.** Calculation Factors indicate which deduction range to use when calculating the deduction amount.
- B.** The Manage Deduction Group Rates task in the Payroll Calculation work area is used to view the calculation factors defined.
- C.** The Manage Deduction Ranges task in the Payroll Calculation work area is used to view the calculation factors defined.
- D.** Calculation Factors define which classifications of earnings to consider when calculating the basis for the deduction element.

**Answer:** A,C

**NO.7** The compensation administrator wants to run Purge Workforce Compensation Data for one of the past compensation plans because the transaction data from that period is not required anymore. However, the compensation administrator does not get the option to include the said plan. What is the reason for this?

(Choose the best answer.)

- A.** Purge Workforce Compensation Data cannot be run because the Transfer Workforce Compensation Data to HR process has already been run and compensation data transferred to HR.
- B.** Purge Workforce Compensation Data can be run only for compensation plans with Inactive status.
- C.** Purge Workforce Compensation Data can be run only after Back Out Workforce Compensation

Data is run with the "Full Back Out" option.

**D.** Purge Workforce Compensation Data can be run only for compensation plans that are valid for the future.

**Answer:** C

**NO.8** You are configuring a plan cycle date that should be visible to managers on the Approvals tab so that they can submit their worksheets before that date. But you do not want to enforce the date because you want the managers to be able to submit their worksheets even after the date is past. Which date should you use?

(Choose the best answer.)

- A.** HR extraction date
- B.** default date due
- C.** evaluation period start and end dates
- D.** currency conversion date
- E.** worksheet update start and end dates

**Answer:** B

**NO.9** 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.)

- A.** Select the "Allow User Entry" and "Create a Database Item" check boxes for the element input value.
- B.** Create an "Amount" input value at the element eligibility link level.
- C.** Select "Pay Separately" as the "Special Purpose" option.
- D.** Database items are created by default for the element input values.

**Answer:** A

**NO.10** What happens if eligibility requirements are different for components than they are for a plan? (Choose the best answer.)

- A.** Plan-level eligibility is ignored and a warning is reported.
- B.** Component-level eligibility is evaluated before plan-level eligibility.
- C.** Plan-level eligibility is evaluated before component-level eligibility.
- D.** Component-level eligibility is ignored and a warning is reported.
- E.** This is not possible. Component-level eligibility is always identical to plan-level eligibility.

**Answer:** C

**NO.11** As a compensation executive, you are required to upload stock data sent by a vendor of a corporation into the Fusion application.

Which option is the correct method to do so? (Choose the best answer.)

- A.** Manage Stock Grants >> Import Source
- B.** Manage Stock Grants >> Import Items
- C.** Manage Stock Grants >> Prepare Import Spreadsheet

**D. Manage Stock Grants >> Import Category**

**Answer:** C

**NO.12** Your customer wants line managers to be able to access the active workforce compensation plan during the first three months of the Plan period, but not to update it. The evaluation period start and end dates for the plan are January 1 to December 31 of the year.

How should you set this up? (Choose the best answer.)

**A.** Configure Plan access start and end dates from January 1 to March 31 of the year and Worksheet update period start and end dates from April 1 to December 31 of the year.

**B.** Configure Worksheet update period start and end dates from January 1 to December 31 of the year.

**C.** Configure Worksheet update period start and end dates from January 1 to March 31 of the year and Plan access start and end dates from April 1 to December 31 of the year.

**D.** Configure Plan access start and end dates from January 1 to December 31 of the year.

**Answer:** A

**NO.13** While configuring the Budget page, which five tabs are available in Page Layout? (Choose five.)

**A.** Detail table

**B.** Worker List

**C.** Comments

**D.** Summary

**E.** Budgeting

**F.** Actions

**G.** Information

**Answer:** A,B,D,E,F

**NO.14** As an implementation consultant, you are required to create an element for capturing the bonus awarded in the compensation cycle. Which two statements are correct regarding the input values of the element created?

(Choose two.)

**A.** The automatically created Amount input value is identified as the primary input value.

**B.** It is possible to link the same element but different input values to different components or options within the same compensation plan.

**C.** No additional configuration is required to attach this element to the workforce compensation plan component.

**D.** Element entries are created for all the input values of the element.

**E.** You must manually mark the Amount input value as the primary input value in the Special Purpose field.

**Answer:** A,C

**NO.15** A corporation is implementing Oracle Fusion Workforce Compensation and must set up salary bases.

Employees are assigned different grades within the organization and the salaries are dependent on

the grades.

What is the correct way to set up the salary bases? (Choose the best answer.)

- A.** Set up different salary bases for different grades and different payroll elements, because the payroll element can be attached to only one salary basis. The frequency of both salary basis and grade rate should match.
- B.** Set up different salary bases for different grades and different payroll elements, because the payroll element can be attached to only one salary basis. The frequency of both salary basis and grade rate need not match.
- C.** Set up different salary bases for different grades with the same payroll element. The frequency of both salary basis and grade rate need not match.
- D.** Set up different salary bases for different grades with the same payroll element. The frequency of both salary basis and the grade rate should match.

**Answer:** A