



ORACLE 1Z0-1049-21

Oracle Compensation Cloud Implementation Essentials Certification
Questions & Answers

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1Z0-1049-21

Oracle Compensation Cloud 2021 Certified Implementation Specialist

55 Questions Exam – 66% Cut Score – Duration of 90 minutes

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Discover More about the 1Z0-1049-21 Certification

Are you interested in passing the Oracle 1Z0-1049-21 exam? First discover, who benefits from the 1Z0-1049-21 certification. The 1Z0-1049-21 is suitable for a candidate if he wants to learn about Oracle Workforce Rewards Cloud. Passing the 1Z0-1049-21 exam earns you the Oracle Compensation Cloud 2021 Certified Implementation Specialist title.

While preparing for the 1Z0-1049-21 exam, many candidates struggle to get the necessary materials. But do not worry; your struggling days are over. The 1Z0-1049-21 PDF contains some of the most valuable preparation tips and the details and instant access to useful 1Z0-1049-21 study materials just at one [click](#).

Oracle 1Z0-1049-21 Compensation Cloud Implementation Essentials Certification Details:

Exam Name	Oracle Compensation Cloud 2021 Implementation Essentials
Exam Code	1Z0-1049-21
Exam Price	USD \$245 (Pricing may vary by country or by localized currency)
Duration	90 minutes
Number of Questions	55
Passing Score	66%
Format	Multiple Choice Questions (MCQ)
Recommended Training	Oracle Compensation Cloud 2021 Certified Implementation Specialist Oracle Global Human Resources Cloud Learning Subscription
Schedule Exam	Pearson VUE
Sample Questions	Oracle Compensation Cloud 2021 Certified Implementation Specialist (OCS)
Recommended Practice	1Z0-1049-21 Online Practice Exam

1Z0-1049-21 Syllabus:

Elements, Balances, and Formulas	- Earnings and Deduction Elements
Base Pay	<ul style="list-style-type: none"> - Explain salary basis - Describe salary components - Manage base pay - Set up grade rates - Manage Salary Range Differentials - Explain Progression Grade Ladders - Manage Grade Ladder Groups - Perform Progression Processes - Configure Compensation Zones
Individual Compensation	<ul style="list-style-type: none"> - Explain individual compensation plans - Describe variable allocation approvals - Configure compensation history - Manage personal contributions - Configure individual compensation
Workforce Compensation	<ul style="list-style-type: none"> - Explain compensation plan design choices - Manage and administer compensation plans - Set up plan cycles - Configure budget page layouts - Configure performance ratings - Implement approvals - Administer compensation plans - Configure plan access - Manage compensation change statements - Configure compensation worksheets - Manage models and budgets
Total Compensation Statements	<ul style="list-style-type: none"> - Explain total compensation statements - Manage statement definitions - Generate total compensation statements - Configure compensation items - Set up compensation categories
Workforce Compensation Plans and Batch Processes	<ul style="list-style-type: none"> - Validate workforce compensation plans - Implement compensation processes - Execute related batch processes

Broaden Your Knowledge with Oracle 1Z0-1049-21

Sample Questions:

Question: 1

Which is the correct priority of deduction information from highest to lowest?

(Choose the best answer.)

- a) 1. Personal deduction card (payroll relationship level).
2. Tax reporting unit deduction card.
3. Payroll statutory unit deduction card.
4. Payroll deduction range values (legislative data group level).
- b) 1. Personal deduction card (payroll relationship level).
2. Payroll statutory unit deduction card.
3. Tax reporting unit deduction card.
4. Payroll deduction range values (legislative data group level).
- c) 1. Payroll statutory unit deduction card.
2. Tax reporting unit deduction card.
3. Payroll deduction range values (legislative data group level)
4. Personal deduction card (payroll relationship level).
- d) 1. Personal deduction card (payroll relationship level).
2. Payroll deduction range values (legislative data group level)
3. Payroll statutory unit deduction card.
4. Tax reporting unit deduction card.

Answer: a

Question: 2

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.)

- a) misuse of context
- b) uninitialized variable
- c) incorrect operator usage
- d) syntax error

Answer: c

Question: 3

As an implementation consultant, you have created compensation items for the total compensation statement but have not attached them to compensation categories. In this situation, which statement is correct?

(Choose the best answer.)

- a) You can add items to statement definitions directly.
- b) To include items in statements you must add items to a compensation category.
- c) You cannot add items to statement definitions directly, and you cannot add items to a compensation category.
- d) You can add items to statement definitions directly, and to include items in statements you must add items to a compensation category.

Answer: b

Question: 4

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

(Choose the best answer.)

- a) Summary
- b) Detail table
- c) Worker List
- d) Actions
- e) Information

Answer: b

Question: 5

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

(Choose the best answer.)

- a) Position Hierarchy
- b) Dynamic Approval Group
- c) Static Approval Group
- d) Supervisory Hierarchy
- e) Auto Approval

Answer: a

Question: 6

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

- 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: 7

Your customer's compensation manager needs to know, what are the four valid statuses of the compensation worksheet?
(Choose four.)

- a) Budget Available
- b) Started
- c) Submitted
- d) Partially approved
- e) Unprocessed
- f) Fully Approved
- g) Processed
- h) Closed

Answer: a, c, f, g

Question: 8

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

- a) three custom columns
- b) five custom columns
- c) three items
- d) three subcategories

Answer: b

Question: 9

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.)

- 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: 10

A compensation manager of a corporation is setting up a new salary basis for the employees. Which statement is true about payroll elements set up for a salary basis?

(Choose the best answer.)

- a) Recruiting elements can be linked to multiple salary bases only if they are classified as earnings elements and configured to allow multiple entries in the same period.
- b) Recruiting elements can be linked to multiple salary bases only if they are classified as earnings elements, and they need not be configured to allow multiple entries in the same period.
- c) Multiple payroll elements can be attached a salary basis.
- d) Payroll elements of any classification type can be attached to a salary basis.

Answer: a

Avail the Study Guide to Pass Oracle 1Z0-1049-21 Compensation Cloud Implementation Essentials Exam:

- Find out about the 1Z0-1049-21 syllabus topics. Visiting the official site offers an idea about the exam structure and other important study resources. Going through the syllabus topics help to plan the exam in an organized manner.
- Once you are done exploring the [1Z0-1049-21 syllabus](#), it is time to plan for studying and covering the syllabus topics from the core. Chalk out the best plan for yourself to cover each part of the syllabus in a hassle-free manner.
- A study schedule helps you to stay calm throughout your exam preparation. It should contain your materials and thoughts like study hours, number of topics for daily studying mentioned on it. The best bet to clear the exam is to follow your schedule rigorously.
- The candidate should not miss out on the scope to learn from the 1Z0-1049-21 training. Joining the Oracle provided training for 1Z0-1049-21 exam helps a candidate to strengthen his practical knowledge base from the certification.
- Learning about the probable questions and gaining knowledge regarding the exam structure helps a lot. Go through the [1Z0-1049-21 sample questions](#) and boost your knowledge
- Make yourself a pro through online practicing the syllabus topics. 1Z0-1049-21 practice tests would guide you on your strengths and weaknesses regarding the syllabus topics. Through rigorous practicing, you can improve the weaker sections too. Learn well about time management during exam and become confident gradually with practice tests.

Career Benefits:

Passing the 1Z0-1049-21 exam, helps a candidate to prosper highly in his career. Having the certification on the resume adds to the candidate's benefit and helps to get the best opportunities.

Here Is the Trusted Practice Test for the 1Z0-1049-21 Certification

DBExam.com is here with all the necessary details regarding the 1Z0-1049-21 exam. We provide authentic practice tests for the 1Z0-1049-21 exam. What do you gain from these practice tests? You get to experience the real exam-like questions made by industry experts and get a scope to improve your performance in the actual exam. Rely on DBExam.com for rigorous, unlimited two-month attempts on the **1Z0-1049-21 practice tests**, and gradually build your confidence. Rigorous practice made many aspirants successful and made their journey easy towards grabbing the Oracle Compensation Cloud 2021 Certified Implementation Specialist.

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