

Oracle 1Z0-1049-26

Oracle Compensation Cloud 2026 Implementation Professional

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Question: 1

Identify the two valid formula types applicable for Workforce Compensation Plans. (Choose two.)

- A. Compensation Currency Selection
- B. Compensation Organization Selection
- C. Compensation Item Selection
- D. Compensation Person Selection
- E. Compensation amounts Selection

Answer: A, D

Reference:

<https://docs.oracle.com/en/cloud/saas/human-resources/23d/oapff/overview-of-formulas-for-compensation-plans.html#s20052676>

Question: 2

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

Reference: <http://www.erpknowledge.com/>

Question: 3

In the workforce compensation work area, the Manager's Worksheet Status is "In Approvals". What progress has the compensation manager made through a workforce compensation cycle? (Choose the best answer.)

- A. A budget was published to the manager.
- B. The manager submitted his or her worksheet for approval.
- C. The first-level manager approved the manager's worksheet.

- D. The highest-level manager or approver in the approval hierarchy approved the manager's worksheet.
- E. The manager saved some changes to his or her worksheet.

Answer: C

Question: 4

As an implementation consultant, you are required to define a total compensation statement. To construct the total compensation statement, you must follow a set of activities in sequence. Select the correct sequence to construct a total compensation statement. (Choose the best answer.)

- A. Create compensation items > attach the items to compensation categories > arrange categories hierarchically in the statement definition > specify the statement period and display options > generate the statement.
- B. Create compensation items > specify the statement period and display options > arrange categories hierarchically in the statement definition > attach items to compensation categories > generate the statement.
- C. Create compensation items > generate a statement > specify the statement period and display options > arrange categories hierarchically in the statement definition > attach items to compensation categories.
- D. Create compensation items > attach the items to compensation categories > generate the statement > specify the statement period and display options > arrange categories hierarchically in the statement definition.

Answer: A

Question: 5

You are creating grade rates. What values are necessary for any grade rate that you create? (Choose the best answer.)

- A. Minimum, Maximum, Mid Point, and Value
- B. Minimum, Maximum, Mid Point, or Value
- C. Minimum, Maximum, and Value
- D. Minimum, Maximum, or Value

Answer: D

Explanation:

Generate a warning message when a manager or compensation professional enters a new or adjusted salary that is outside the minimum or maximum values defined for the worker's grade in the grade rate attached to the salary basis.

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