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Oracle 1Z0-1049-26 Exam Syllabus Topics:

Section	Objectives
Security and Administration	- Roles and data security for compensation - Access and approval flows
Workforce Compensation Implementation	- Compensation plans setup - Eligibility and workforce rules

Base Compensation Configuration	- Salary basis setup - Grade, grade step, and salary structure configuration
Elements and Compensation Basics	- Earnings and deductions setup - Element configuration and usage in compensation plans
Total Compensation Configuration	- Budgeting and allocation rules - Compensation statements setup

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Oracle Compensation Cloud 2026 Implementation Professional Sample Questions (Q62-Q67):

NEW QUESTION # 62

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.)

- A. The summary in the compensation history shows the data for only five years.
- B. Compensation history automatically retrieves salary and stock-related information. The Recruiting payments and other categories have to be added manually.
- C. Compensation history shows one-time payments in other compensation and allowances paid regularly in recruiting payments.
- D. Compensation history displays six categories of compensation.

Answer: A,B,C

NEW QUESTION # 63

Your customer has standard working hours = 40 hours per week. An employee has the following salary basis setup:

Working hours = 32 hours per week

Base pay = 20 USD per hour

What will be the employee's Annual Salary and Annualized full-time salary? (Choose the best answer.)

- A. Annual Salary = 52000, Annualization Salary = 41600
- B. Annual Salary = 32280, Annualization Salary = 41600
- C. Annual Salary = 32280, Annualization Salary = 52000
- D. Annual Salary = 41600, Annualization Salary = 41600

Answer: D

NEW QUESTION # 64

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

- A. Closed
- B. Budget Available
- C. Submitted
- D. Processed
- E. Partially approved
- F. Started

- G. Unprocessed
- H. Fully Approved

Answer: B,C,D,H

NEW QUESTION # 65

A corporation is implementing Oracle Fusion Workforce Compensation. Different currencies are set at the Legislative Data Group level, the Organization payment level, the Bank account level, and the payroll element level.

The currency shown while configuring salary basis comes from which level? (Choose the best answer.)

- A. From the Bank account level
- B. From the input value of the payroll element
- C. From the Organization payment level, because the compensation is finally paid through this
- D. From the Legislative Data Group level, because that is the highest level in the hierarchy.

Answer: D

NEW QUESTION # 66

While working on the compensation changes in an Excel workbook, a manager selects the Upload option and then tries to immediately download the uploaded data. As a consultant, you advise him not to do so because of which reason? (Choose the best answer.)

- A. The data uploaded takes some time to be processed by the server and, therefore, when download is clicked immediately, it might still show the older data.
- B. When the Upload button is clicked, the data is loaded to a staging table and an upload process is triggered. This process has to complete successfully before the new data can be downloaded.
- C. This action causes the committed data to roll back, thereby revoking the changes processed.
- D. This action causes the committed data to download immediately, thereby obscuring the error messages.

Answer: B

NEW QUESTION # 67

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