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Oracle 1Z0-1049-26 Exam Syllabus Topics:

Section	Objectives
Topic 1: Compensation Cycle Management	- Merit, bonus, and stock allocation processes - Worksheet configuration and approvals
Topic 2: Workforce Compensation Plan Design	- Budgeting and allocation models - Compensation plans setup and eligibility rules
Topic 3: Reporting, Analytics, and Modeling	- What-if modeling and simulation - Compensation reporting tools
Topic 4: Integration and Data Management	- Data loading and import processes - Integration with Oracle HCM Cloud
Topic 5: Compensation Cloud Overview and Configuration	- Application architecture and key components - Security roles and access setup

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Oracle Compensation Cloud 2026 Implementation Professional Sample Questions (Q157-Q162):

NEW QUESTION # 157

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

Answer: B,D

NEW QUESTION # 158

An Organization tracks compensation that is not stored in the Benefit Balance, Element Entry, External Data, and Payroll Balance source types. Which three statements are true about configuring Compensation Items for a Compensation Statement? (Choose three.)

- **A. Legislative Data Group ID can be used as Context when implementing the source type for such Items.**
- B. Manager ID can be used as Context when implementing the source type for such Items.
- **C. Currency can be used as Context when implementing the source type for such Items.**
- D. Person ID can be used as Context when implementing the source type for such Items.
- **E. Effective Date can be used as Context when implementing the source type for such Items.**

Answer: A,C,E

NEW QUESTION # 159

A corporation started giving performance bonuses to eligible employees on a monthly basis. As a compensation administrator, you are required to display performance bonuses with similar or related compensation items. How will you configure this requirement in the Fusion application? (Choose the best answer.)

- A. Attach performance bonuses to similar elements.
- B. Attach performance bonuses to similar sources.
- **C. Attach performance bonuses to similar compensation categories/subcategories.**
- D. Attach performance bonuses to similar compensation items.

Answer: C

NEW QUESTION # 160

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

- **A. weekly, because the employee is on a weekly payroll**

- B. hourly, because the employee has hourly pay
- C. the frequency of the employee's salary basis
- D. annually, because the history must always be shown with annual amounts

Answer: A

NEW QUESTION # 161

Your customer must use Grade Ladders to suit the industry in which it operates. How should you define the Grade Ladders that the customer needs? (Choose the best answer.)

- **A. by using Min, Max, and Mid Point rate values**
- B. by associating the Grade Ladders with legal entities
- C. by using LDG-specific Grade Min, Max, and Mid Point rate values
- D. by using steps and rate values

Answer: A

NEW QUESTION # 162

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