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Oracle

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Oracle Compensation Cloud 2025 Implementation

Professional

QUESTION & ANSWERS

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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: Integration and Data Management	- Data loading and import processes - Integration with Oracle HCM Cloud
Topic 3: Workforce Compensation Plan Design	- Compensation plans setup and eligibility rules - Budgeting and allocation models
Topic 4: 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 (Q135-Q140):

NEW QUESTION # 135

Your customer is planning to configure an Individual Compensation Company Car Plan to include only the Sales department employees. The customer also wants to restrict luxury model vehicles to executive positions. Which three statements are true about accomplishing this? (Choose three.)

- A. Create an eligibility profile to include the Sales department and the executive positions and attach it to Company Car Plan and the Luxury models option.
- B. Create an eligibility profile to include the executive positions and attach it to the Luxury models option.
- C. Create an eligibility profile to include executive positions and attach it to Company Car Plan.
- D. You cannot achieve this because you cannot attach eligibility profiles with Plan and Option.
- E. You can attach eligibility profiles with Plan, Option, or both.
- F. Create an eligibility profile to include only the Sales department and attach it to Company Car Plan.

Answer: A,C,F

NEW QUESTION # 136

Your client has set up an individual compensation plan for a contribution towards a retirement benefit. This contribution must be approved by the three-level manager hierarchy. While setting up the approval hierarchy, the compensation administrator wanted to set up notifications for any errors occurring during the workflow.

Identify the three allowed options needed to set up notifications accordingly. (Choose three.)

- A. Duty roles
- B. Individual users
- C. Application roles
- D. Groups

Answer: A,C,D

NEW QUESTION # 137

A worker complains to the Human Resources department that the total amount does not add up to the amount of salary received in the bank. The department informs the worker that certain items that are shown in the Compensation Statement do not comprise the actual amount paid. The department now wants to make the statement more relevant to workers to avoid such situations.

What should you do to accommodate this requirement? (Choose the best answer.)

- A. For each item, specify the Estimated amount option to indicate that this compensation is not the actual amount paid.
- B. For each item, specify the Excluded from Gross amount option to indicate that this compensation is not the actual amount paid.
- C. For each item, specify the Indicative amount option to indicate that this compensation is not the actual amount paid.
- D. For each item, specify the Unpaid amount option to indicate that this compensation is not the actual amount paid.

Answer: A

NEW QUESTION # 138

The compensation plan that is implemented for your customer has a column that defaults based on a dynamic column. However, as per the customer's requirement, if the value in this column is manually updated in the worksheet by a manager, there should not be any further changes made to it automatically when the "Refresh Data" process is run. How can a compensation administrator achieve this? (Choose the best answer.)

- A. by deselecting the Change Worksheet Data triggering event in the dynamic column
- **B. by deselecting the Refresh Data triggering event in the dynamic column**
- C. by deselecting the Start Compensation Cycle triggering event in the dynamic column
- D. by setting up the properties of the column as updatable only once

Answer: B

NEW QUESTION # 139

Plan access restrictions control the situations in which an individual compensation plan is available for allocations or contributions by a line manager or worker, and regulate a user's ability to create, update, or discontinue allocations or contributions under the plan. What are three common decisions to make about plan access? (Choose three.)

- A. if there should be a time period in which a user can create, update, or discontinue allocations or contributions
- **B. If user access should be based on career levels or earnings thresholds**
- C. whether or not to restrict access to the plan at all
- D. if plan access should be related to HR actions
- **E. if there should be a "white list" name criteria for access to the plan**
- **F. If the plan is going to require updates that are driven by business users in the time frame of the next payroll cycle**

Answer: B,E,F

NEW QUESTION # 140

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