1Z0-1050^{Q&As}

Oracle Payroll Cloud 2019 Implementation Essentials

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QUESTION 1

A customer\'s organization has a grade structure with four grades –C1, C2, C3, and C4. You have a car allowance element, which is at Assignment level, for which only the employees with grade C3 and C4 are eligible. You should not be able to create an element entry for employees with grades C1 and C2.

How do you define the element eligibility for Car Allowance element?

A. Define the element eligibility as an Open Eligibility and create an element entry only for employees with grades C3 and C4.

B. Define multiple element eligibilities using grade C1, C2, C3, and C4, but create an element entry only for employees with grades C3 and C4.

C. Define multiple element eligibilities using grade C3 and C4 only.

D. You cannot meet the requirement as you cannot create element eligibility using grade as the eligibility criteria.

Correct Answer: A

QUESTION 2

Which legislative data group (LDG) description is incorrect?

A. An LDG can be associated to multiple cost allocation key flexfield structures

B. An LDG marks a legislation in which payroll is processed

C. An LDG is associated with a legislative code and currency

D. An LDG can contain many legal entities that act as payroll statutory units

Correct Answer: A

QUESTION 3

The element template has created a "Results" element for a voluntary deduction element along with the base element.

On which element eligibility should you enter the costing account information?

A. Base element

B. Calculator element

C. Results element

D. Distributor element

Correct Answer: A

Reference: https://docs.oracle.com/cd/E18727_01/doc.121/e13554/T270794T273820.htm

QUESTION 4

You hire an employee on 01-JAN-2016. The employee is in the process of moving bank accounts and is yet to create a personal payment method.

How will the employee receive their payroll payment for the month of January?

A. They will be paid by check, because this is the default payment method on the employee\'s payroll.

B. The payment process will error and they will not receive payment for the month of January.

C. They won\'t receive payment until they have created a personal payment method.

D. A cash payment request will be sent to accounts payable, and the employee will be paid in cash.

Correct Answer: A

QUESTION 5

You have an earnings element with the latest entry date as "Last Standard Earning Date" without Proration enabled.

When an employee is terminated in the middle of a pay period, how would the element be processed?

A. The element gets processed with zero value and a warning message is displayed

B. The element gets processed with prorated value

C. The element gets processed with full value

D. The element does not get processed because it gets end dated before the standard earning date and proration is not enabled on this element

Correct Answer: B

Reference: https://docs.oracle.com/cd/E51367_01/globalop_gs/FAIGP/F1427197AN15697.htm