1Z0-1050^{Q&As}

Oracle Payroll Cloud 2019 Implementation Essentials

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QUESTION 1

An element is defined with costing type as "Fixed Costing".

Which costing levels are considered while building cost account?

A. Payroll, Element Eligibility, Department, Element Entry

B. Payroll, Department, Element Eligibility

C. Payroll, Element Eligibility, Element Entry

D. Payroll, Person Element Entry, Department, Job or Position, Person, Element Eligibility

Correct Answer: C

QUESTION 2

Your customer has the finance system in a third party system and you have to send the payroll costing entries to a third party system.

Which two options can be used to extract the data from Cloud Payroll system?

A. You cannot extract the costing results from cloud payroll to send it to third party financials system.

B. You can use the OTBI – Payroll Run Costing Real Time subject area to extract the costing results of a particular run.

C. You can run the Payroll Costing Report to extract the costing results of a particular run.

D. You can use the OTBI – Payroll Run Results Real Time subject area to extract the costing results of a particular run, because payroll costing is part of payroll run.

Correct Answer: BC

QUESTION 3

What happens if the costing process does not find a value for a segment defined as mandatory, and you create a suspense account at Payroll level?

A. Costing results are placed into suspense account

B. No costing results are created for the person

C. Calculation displays an error, and the person\\\'s results are not costed

D. Costing results display a blank (null) value in the segment

Correct Answer: A

QUESTION 4

Your customer\\'s requirement is to pay employees within each of their three business units from a different bank account.

Which three setup steps should you complete? (Choose three.)

A. Write a formula to retrieve the employees business unit details.

B. Create a Default Payer Element with a Payment Criteria input value.

C. Create one organization payment method with three payments sources and define three payment method rules based on each business unit.

D. Create three organization payment methods each with a different payment source.

Correct Answer: BCD

QUESTION 5

A court has issued an order for deductions to be taken from a worker\\'s salary and paid to an ex-spouse. The court order includes instructions for the company to make payments directly to the ex-spouse and has included their bank details.

How should you enter these details into the application?

A. Enter the bank details on personal payment methods page

B. Enter the bank details on the manage third-party person payment methods page

C. This requirement cannot be met in cloud payroll; all such payments should be sent to the court

D. Enter the bank details on a third-party organization page

Correct Answer: B

QUESTION 6

Your customer is using HCM Cloud Absence Management and wants to transfer absence information to Cloud Global Payroll so that it can be processed.

Aside from creating your absence plan, which two steps do you need to complete in Cloud Global Payroll? (Choose two.)

A. Create your absence elements

B. Create an Absence Calculation Card to store the absence details

C. Create element eligibility for each absence element

D. Manually enter the absence units in the employees\\' element entry

Correct Answer: AC

Reference: https://learn.oracle.com/ords/launchpad/learn?page=integrating-absence-with-globalpayrollandcontext=0:40769:40756

QUESTION 7

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

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QUESTION 8

Which option represents the costing hierarchy necessary to build a cost account when the element costing is defined with costing type as "Costed"?

A. Element Eligibility, Payroll, Department, Job or Position, Person, Element Entry

B. Payroll, Element Eligibility, Department, Job, Position, Person Person Element, Element Entry

C. Payroll, Department, Job or Position, Element Eligibility, Person, Element Entry

D. Payroll, Person Element Entry, Department, Job or Position, Person, Element Eligibility

Correct Answer: B

QUESTION 9

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 10

How should you change the order of the task displayed within the payroll flows checklist?

A. Amend both the sequence of the tasks on the task definition page and the task

B. Amend the task sequence on the task sequencing page.

C. Amend the sequence of the tasks within the task definition page.

D. Amend both the task sequence on the task sequencing page and the sequence within the edit task details page.

Correct Answer: B

QUESTION 11

You have a requirement for not processing an element entry based on a specific condition that will be evaluated during payroll run.

How should you achieve this?

A. You write a calculation formula with the condition so that the element is not processed when the condition is satisfied.

B. You cannot meet this requirement because once an element entry is created, it will be processed all the time.

C. You write a validation formula with the condition so that the element is not processed when the condition is satisfied.

D. You write a skip rule with the condition so that the element is not processed when the condition is satisfied.

Correct Answer: A

Reference: https://docs.oracle.com/cd/E60665_01/globalcs_gs/FAGPI/ FAGPI1635416.htm#FAGPI1511389

QUESTION 12

Where would a payroll flow task retrieve its parameter information when selecting "Bind to Flow Parameter"?

A. Derives the value from the output of the previous task

B. Derives the value from the context of the current flow instance

C. Derives the value from one of the task parameter values

D. Derives the value from one of the flow pattern parameter values

Correct Answer: D

Reference: https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update17d/faigp/settingup-payroll-flow-p
atterns.html#FAIGP711763https://docs.oracle.com/en/cloud/saas/global-humanresources/r13-update17d/faigp/setting-
up-payroll-flow-patterns.html

QUESTION 13

Which two statements regarding the relationship between legal entities, legal employers, and payroll statutory units
(PSU) are correct? (Choose two.)

A. A legal employer can be associated with multiple PSUs

B. A legal entity can be both a legal employer and a PSU

C. Legal entities responsible for paying workers

D. PSUs are legal entities responsible for payroll tax and social insurance reporting

Correct Answer: CD

Reference: https://docs.oracle.com/en/cloud/saas/financials/r13-update17d/faigl/legalentities.html#FAIGL1453110

QUESTION 14

What are three important considerations when you create your batch data to initialize employee balances? (Choose
three.)

A. You must create your batches by Legislative Data Group

B. You must use the same date for all batch detail lines

C. You must initialize balances before you run any payroll processes

D. You must include all balances for one employee within one batch

Correct Answer: ABD

QUESTION 15

Your customer\\'s bonus payments are based on a percentage of salary. Therefore, salary must be calculated before
bonus in the payroll run.

How do you determine the element processing sequence within a payroll run?

A. Use the default priority of the primary classification of the element.

B. Alter the sequence of the elements on the element entries page.

C. Set the effective process priority within the element entries page.

D. Set the priority of the element on the element definition page.

Correct Answer: D

Reference: https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update17d/oapay/ calculate-validate-and-balance-payroll.html#OAPAY773683

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