

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

A customer's organization has three Business Units ?BU1, BU2, and BU3. You have an Onsite Allowance element, which is at Assignment level, for which only the employees in BU2 and BU3 are eligible.

How do you define the element eligibility for Onsite Allowance element so that the element entry is restricted only for BU2 and BU3?

- A. Onsite Allowance element should be defined as the Payroll Relationship level element so that the element eligibility can be defined using Business Unit as the criteria.
- B. Define multiple element eligibilities using BU2 and BU3 for Business Unit criteria.
- C. You cannot meet the requirement as you cannot create element eligibility using business unit as the eligibility criteria.
- D. Define the element eligibility as an Open Eligibility and create an element entry only for employees with BU2 and BU3.

Correct Answer: C

QUESTION 3

A worker moves to a different legal employer within the same country. The HR user performs a global transfer to meet this requirement.

What is the impact of the transfer on the worker's payroll relationship record?

- A. There is no impact

- B. It depends on the customer's payroll statutory unit and legal employer structure
- C. The payroll relationship will be ended and a new payroll relationship is created
- D. It depends on the customer's payroll statutory unit and tax reporting structure

Correct Answer: B

QUESTION 4

A customer is implementing the two-tier employment model. At what level are payroll run results captured in cloud payroll?

- A. Work Relationship and Assignment
- B. Payroll Relationship only
- C. Payroll Relationship and Assignment
- D. Assignment only

Correct Answer: D

QUESTION 5

When defining your customer's monthly payroll, they ask you to set the cut-off date for their monthly payroll to five days before the period end date.

What is the impact of the cut-off date on payroll processing?

- A. The cut-off date is for informational purposes only
- B. The cut-off date triggers the automatic submission of the payroll calculation
- C. The application restricts Payroll users from entering data after the payroll cut-off date
- D. The application restricts HR users from entering data after the payroll cut-off date

Correct Answer: B

QUESTION 6

A worker's payroll frequency changes from weekly to monthly. What action should you take?

- A. End the weekly payroll record for the worker and add a new monthly payroll record.
- B. Update the weekly payroll definition and change the calendar to a weekly frequency.
- C. Transfer the worker from the weekly payroll to the monthly payroll.
- D. Terminate the worker's assignment record associated to the weekly payroll. Create a new assignment record and

associate it to the monthly payroll.

Correct Answer: A

QUESTION 7

A customer wants to distribute the costs of a benefits element, which is at payroll relationship level, to employee earnings.

How should you define the costing rules to meet this requirement?

- A. Create the costing of type "Costed" and because it is a relationship level element, it automatically distributes the costs over earnings elements.
- B. Create a distribution group with earnings elements and create the distributed costing on relationship level element.
- C. you cannot distribute the costs of an element.
- D. Create the costing as Fixed Costed on payroll relationship level element, because the element is at relationship level. It automatically distributes costs for earnings elements, which are at assignment level.

Correct Answer: B

QUESTION 8

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 9

Whilst testing the payroll ran, five workers went into error status. The remaining 10,000 workers completed successfully. You have reviewed and corrected the underlying issues for the five workers and now need to correct their payroll results.

What action should you take?

- A. Process Payroll
- B. Mark erred workers for retry and retry the payroll.

- C. Rollback the payroll run and reprocess
- D. Manually update the payroll run status for each worker from error to complete.

Correct Answer: B

QUESTION 10

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

- A. Derives a specific value to the parameter as entered by the user
- B. Derives the value from a SQL Bind
- C. Derives the value from the context of the current flow instance
- D. Derives the value from the output of the previous task

Correct Answer: D

Reference: <https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update17d/faigp/settingup-payroll-flow-patterns.html#FAIGP2317488>

QUESTION 11

You were trying to attach the lookup that you created to an input value in order to restrict the values for that input value, but the lookup field is not enabled.

What is the reason for the lookup field not being enabled?

- A. The unit of measure for the input value should be Date.
- B. The unit of measure for the input value should be Character.
- C. This is a bug in the application.
- D. The unit of measure for the input value should be Number.

Correct Answer: B

Reference: <https://docs.oracle.com/en/cloud/saas/global-human-resources/18b/faigp/setting-uelements.html#FAIGP792616>

QUESTION 12

Your customer is using a third-party time product. You have created elements using the time category and now need to import time card hours into cloud payroll.

How can you meet this requirement?

- A. Use the batch Loader task to import time element entries into cloud payroll.

- B. Use the Load Time Card process to import time entries into cloud payroll.
- C. It is not possible to load time directly from a third-party time product into cloud payroll.
- D. Use the Load Time Card process to import time entries into cloud Time and Labour, and then use the batch loader task to import time element entries into cloud payroll.

Correct Answer: B

QUESTION 13

Your customer is using HCM cloud Absences Management.

Where is the absence information passed from absences to payroll held in the application?

- A. Absence information is not passed from cloud absences to cloud payroll
- B. Input values
- C. User-defined tables
- D. Calculation Card

Correct Answer: B

QUESTION 14

You need to enter bank account details for the employees within your company.

Which task should you use to do this?

- A. Manage Third-Party Person Payment Methods
- B. Manage Personal Payment Methods
- C. Manage Element Entries
- D. Manage Organization Payment Methods

Correct Answer: B

QUESTION 15

You notice that the Cost Center segment, which is defined using Manage Department Costing, has not been populated for an element in the costing results.

What are two reasons for this?

- A. There is no costing option defined for the element.
- B. The costing type is defined as Distributed for the element.

C. Element is at Payroll relationship level and the costing type is defined as "Costed".

D. The costing type on the element is defined as "Fixed Costed".

Correct Answer: AB

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