



Oracle

Exam Questions 1z0-1050

Oracle Payroll Cloud 2019 Implementation Essentials

NEW QUESTION 1

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.
- E. It automatically distributes costs for earnings elements, which are at assignment level.

Answer: B

NEW QUESTION 2

A worker moves to a different legal employer within the same country. The HR uses performs a global transfer to meet this requirement. What is the impact of the transfer on the worker's payroll relationship record?

- A. The payroll relationship will be ended and a new relationship is created.
- B. There is no impact.
- C. It depends on the customer's payroll statutory unit and legal employer structure.
- D. It depends on the customer's payroll statutory unit and tax reporting structure.

Answer: C

NEW QUESTION 3

You want to define your own rules for converting a rate value from one periodicity to another, such as from weekly to annual. How can you achieve this?

- A. Create an additional input value, calculate the converted value outside the system, and enter it while creating an element entry.
- B. Define your own Periodicity Conversion Rule and select it while creating the element.
- C. You cannot define your own rules for converting from one periodicity to another.
- D. Define an indirect element, write a fast formula to convert the processed value and create the result for an indirect element.

Answer: B

NEW QUESTION 4

When a customer runs a payroll, it creates payroll run actions for all workers included in the process. On which employment record are the process actions created?

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

Answer: A

NEW QUESTION 5

You have completed the setup of third parties and third-party payment methods for your company. However, you receive a notification that one of the third-party persons to whom an employee is making payment has changed his or her bank details. What action should you take to rectify this?

- A. Search for the employee using the "Manage Third-Party Person Payment Methods" task and correct the bank details associated with the third-party person.
- B. Create a new third party and attach the new bank account details.
- C. Correct the bank account details associated with the employee's personal payment method.
- D. Change the bank details on the involuntary deduction card.

Answer: A

NEW QUESTION 6

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".

Answer: AB

NEW QUESTION 7

You have a requirement to stop the new entries from being created for an element and to continue the existing entries. How do you achieve this?

- A. End date the element definition.
- B. Change the effective date to the required date and select the "Closed for entry" check box.
- C. You cannot achieve this requirement because you need to continue the existing element entries.
- D. Delete the element definition and re-create it with a different effective date.

Answer: B

NEW QUESTION 8

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. Set the priority of the element on the element definition page.
- C. Set the effective process priority within the element entries page.
- D. Alter the sequence of the elements on the element entries page.

Answer: B

NEW QUESTION 9

Which status should you select for your flow pattern so it is available under "Submit a Payroll Flow"?

- A. Activ
- B. Payroll Flow
- C. Activ
- D. Process of Report
- E. Activ
- F. Flow Pattern Submission
- G. Activ
- H. Proces
- I. Report, or Payroll Flow

Answer: D

NEW QUESTION 10

You have a tax deduction element that credits the same account for all employees irrespective of their home department. How do you define the costing rules to meet this requirement?

- A. You cannot meet this requirement because the costs are automatically apportioned to the respective departments.
- B. You create the costing with distributed option.
- C. You create the costing with "Costed" option on tax element.
- D. You create Fixed Costing on tax deduction element.

Answer: D

NEW QUESTION 10

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. PSUs are legal entities responsible for payroll tax and social insurance reporting.
- C. Legal employers are legal entities responsible for paying workers.
- D. A legal entity cannot be both a legal employee and a PSU.

Answer: BC

NEW QUESTION 15

You have run the payroll calculation and several workers have an error status. What action should you take to remove the payroll calculation results for all workers?

- A. Delete Records
- B. Rollback
- C. Retry
- D. Mark for Retry

Answer: B

NEW QUESTION 18

In order to load balance initialization data, you may load batch headers and batch lines into HCM Cloud using which two named methods? (Choose two.)

- A. Using WebCenter Content to load the batch data by importing a text file and running the Load Batch from File process
- B. Using the Payroll Batch Loader spreadsheet to manually enter batch data
- C. Using the HCM Data Loader to create batch data
- D. Using the Create New Balances for Employees task in Functional Setup Manager

Answer: BC

NEW QUESTION 20

If you encounter errors after transferring the batch using the Load Initial Balances process, what must you do?

- A. Undo the batch, correct the errors, validate and transfer the batch again.
- B. Correct the errors, create a new batch, validate and transfer the batch again.

- C. Perform a rollback, correct the errors, create a new batch, validate and transfer the batch again.
- D. Correct the errors, delete the batch, create a new batch, validate and transfer the batch again.

Answer: C

NEW QUESTION 24

Which legislative data group (LDG) description is incorrect?

- A. An LDG can be associated to multiple cost allocation key flexfield structures.
- B. An LDG can contain many legal entities that act as payroll statutory units.
- C. An LDG is associated with a legislative code and currency.
- D. An LDG marks a legislation in which payroll is processed.

Answer: A

NEW QUESTION 28

Which action should you take in a checklist to enable the process to be automatically re-processed?

- A. Rollback
- B. Skip
- C. Mark for Retry
- D. Re Process

Answer: C

NEW QUESTION 31

Your customer has a business requirement to only allow their employees to create one personal payment method. How should you configure this within the product?

- A. Remove the "Manage Personal Payment Method" privilege from the employee role, so that employees cannot create personal payment methods.
- B. Create a formula to define the maximum number of payment methods allowed, and attach it to the payroll user interface configuration user defined table.
- C. Create an information element with an input value to store the maximum number of payment methods allowed.
- D. It is not possible to implement this type of restriction within the application.

Answer: B

NEW QUESTION 36

What three options should be considered while defining a costing key flexfield structure? (Choose three.)

- A. Value sets for the segments
- B. Cost hierarchy levels enabled to populate each cost account segment
- C. segments required for the offset account
- D. GL Accounting key flexfield structure

Answer: ABC

NEW QUESTION 41

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