1z0-1050 Dumps

Oracle Payroll Cloud 2019 Implementation Essentials

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NEW QUESTION 1
Which statement accurately describes how you create a tax reporting unit (TRU)?

A. When you identify a legal entity as a legal employer, the application transfers the legal reporting units that are associated with that legal employer to HCM as tax reporting units.
B. When you identify a legal entity as a payroll statutory unit, the application transfers the legal reporting units that are associated with that legal entity to HCM as tax reporting units.
C. You can identify a legal entity as a tax reporting unit.
D. If you identify a legal entity as a payroll statutory unit, you will have the option to identify the payroll statutory unit as a tax reporting unit.

Answer: B

NEW QUESTION 2
Your customer is using Fusion Absences and wants to send absence information through to Fusion Global Payroll so that it can be proceed. Aside from creating your absence elements and an absence plan, which two steps do you need to complete? (Choose two.)

A. Create an Absence Calculation Card to store the absence details.
B. Create element eligibility for your absence elements.
C. Manually enter the absence units in the employees element entry.
D. Select the "Transfer absence payment Information for payroll processing"Checkbox and attach the absence element to the absence plan.

Answer: AD

NEW QUESTION 3
Which two delivered reports can be used to view the results of a payroll run immediately after running the Calculate Payroll process? (Choose two.)

A. Payroll Activity Report
B. Payroll Balance Report
C. Payment Register Report
D. Payroll Register Report

Answer: AB

NEW QUESTION 4
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

Answer: B

NEW QUESTION 5
Where would a payroll flow task retrieve its parameter information when selecting "Bind to Flow Task Parameter"?

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

Answer: B

NEW QUESTION 6
If you create an overtime element with a category of "Timecard", on which input will the overtime hours be held?

A. Overtime hours will be captured in the "Hours Calculated" input value.
B. Overtime hours will be captured in the "Hours" input value.
C. Overtime hours will be captured in the "Hours Worked" input value.
D. An element with "Timecard" category does not create any input values.

Answer: B

NEW QUESTION 7
Where do you define a custom schedule to be used during payroll flow submission?

A. Within Manage Flow Patterns, create a custom schedule and associate it with the flow pattern.
B. Within Manage Fast Formula, create a formula that defines the required schedule.
C. Within Manage Time Definitions, create a schedule using the type "Time Span".
D. Within Manage Run Types, create a schedule of the category "Normal".

Answer: B

NEW QUESTION 8
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. They won't receive payment until they have created a personal payment method.
C. A cash payment request will be sent to accounts payable, and the employee will be paid in cash.
D. The payment process will error and they will not receive payment for the month of January.

Answer: A

NEW QUESTION 9
You have an earnings element with the latest entry date as "Last Standard Earning Date" without Proation 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 full value.
B. The element gets processed with prorated value.
C. The element does not get processed with because it gets end dated before the standard earning date and proratio is not enabled on this element.
D. The element gets processed with zero value and a warning message is displayed.

Answer: B

Explanation:
If you select the last standard earning date option, also select proration for the element. This ensures that the element is processed up to this date, even if it isn't active at the end of a payroll period.
Reference https://docs.oracle.com/cd/E51367_01/globalop_gs/FAIGP/F1427197AN15697.htm

NEW QUESTION 10
You are implementing retropay. You have created a retroactive event group to tract the changes that need to be considered by the retropay process.
To which feature should the retroactive event group be associated?

A. Element
B. Payroll relationship records
C. Payroll definition
D. Work relationship records

Answer: A

NEW QUESTION 10
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. You cannot meet the requirement as you cannot create element eligibility using business unit as the eligibility criteria.
B. 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.
C. Define the element eligibility as an Open Eligibility and create an element entry only for employees with BU2 and BU3.
D. Define multiple element eligibilities using BU2 and BU3 for Business Unit criteria.

Answer: A

NEW QUESTION 12
Your customer is running their weekly payroll, which includes a number of high-performing workers, who will be receiving a bonus. They want these workers to be able to view their payslip two days earlier than other workers on the weekly payroll.
What action should be taken to meet this requirement?

A. Navigate to the Document of Records (DOR) and override the payslip availability date for the impacted employees.
B. Create a payroll object group for the impacted workers and enter the overriding payslip availability date when submitting the payroll run.
C. It is not possible to override the payslip availability date for a subset of workers.
D. Using the payroll time definition, override the payslip availability date for the impacted workers.

Answer: B

NEW QUESTION 16
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 18
Your company wants to pay its employees from company bank account A and their third parties from company bank account B. What is the recommended

approach for this?

A. Ensure you run the prepayments process separately for your employees and your third parties.
B. Create one organization payment method with two payment sources and configure the usage for each payment source within the payment method rules table.
C. Write a formula to select the correct bank account for employees and third parties.
D. Create two personal payment methods for each of your employees: one for their salary payments and one for their third-party payments.

Answer: B

NEW QUESTION 19
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 22
How can you delete a payroll flow pattern that has not been previously submitted?

A. Change the status of the flow pattern to be "Inactive" in Manage Flow Pattern
B. Then select "Delete" from the actions menu.
C. Ensure all tasks are deleted and then from Manage Payroll Flow Patterns task, search for your flow and select "Delete" from the actions menu.
D. You cannot delete flow patterns.
E. From Manage Payroll Flow Patterns task, search for your flow and select Delete" from the actions menu.

Answer: D

NEW QUESTION 25
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 27
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.

Answer: B

NEW QUESTION 31
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 skip rule with the condition so that the element is not processed when the condition is satisfied.
B. You write a calculation formula with the condition so that the element is not processed when the condition is satisfied.
C. You write a validation formula with the condition so that the element is not processed when the condition is satisfied.
D. You cannot meet this requirement because once an element entry is created, it will be processed all the time.

Answer: A

NEW QUESTION 36
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 39
A worker's payroll frequency changes from weekly to monthly. What action should you take?

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

Answer: B

NEW QUESTION 41
You have a requirement to restrict the entry on an input value such that the entered value is greater than 30 but less than 50. How do you achieve this?

A. Create a validation formula and attach it at the element eligibility level to validate the minimum and maximum of the input value at the time of entry.
B. Create a validation formula and attach it at the element level to validate the minimum and maximum of the input value at the time of entry.
C. In the element definition, enter minimum and maximum for the input value.
D. Create a validation formula and attach it at the element input value level to validate the minimum and maximum of the input value at the time of entry.

Answer: D

NEW QUESTION 42
A worker's check has been returned to the company as it is damaged. This must be recorded in the application. What action should they take?

A. Rollback the prepayment process for this employee.
B. Change the check payment status from paid to void.
C. Delete the check payment payment result.
D. Change the check payment status from paid to cancelled.

Answer: B

NEW QUESTION 45
Your customer is using HCM cloud Absences. Where is the absence information passed from absences to payroll held in the application?

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

Answer: C

NEW QUESTION 49
You have run payroll process and need to validate and audit the run results before moving on to processing the payment. Which report helps you in diagnosing the results?

A. Payroll Data Validation Report
B. Payroll Balance Report
C. Balance Exception Report
D. Payroll Activity Report

Answer: D

NEW QUESTION 52
You have a requirement to verify the costing results, such as debit and credit, of a particular payroll run at costing segments combination level, without manually adding the individual costing results.
Which two options achieve this requirement?

A. Run the Payroll Activity Report in Detail scope.
B. Run the Payroll Costing Report in Summary scope.
C. You can use the OTBI – Payroll Run Costing Real Time subject area.
D. You cannot achieve this requirement.

Answer: BC

NEW QUESTION 54
You created organization payment methods of type Check and EFT for your customer. However, they inform you that they only want to allow their employees to create personal payment methods of type EFT.
Which additional setup step must you also complete?

A. Disable the payment type field from the personal payment method page.
B. Create a formula to restrict payment types available to employees and attach it to the payroll user interface configuration user-defined table.
C. Only attach organization payment methods of type EFT to the employees' payroll.
D. Create an information element, with an input value to store the payment types available to employees.

Answer: B

NEW QUESTION 55

There are several flows showing on the payroll dashboard that are incomplete. What action should be taken to complete the flow and remove it from showing on the dashboard?

A. From the Payroll Calculation Work Area, highlight the flow and select the complete flow action.
B. From the Payroll Calculation Work Area, highlight the flow and select the delete flow action.
C. From the Payroll Calculation Work Area, highlight the flow and select the skip all tasks action.
D. From the Payroll Calculation Work Area, highlight the flow and select the rollback all tasks action.

Answer: D

NEW QUESTION 58

Your customer has the financial system in a third party system and you have to send the payroll costing entries to a third party system. Which two options should be used to extract the data from Cloud Payroll system?

A. 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.
B. You cannot extract the costing results from cloud payroll to send it to third party financials system.
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 Costing Real Time subject area to extract the costing results of a particular run.

Answer: CD

NEW QUESTION 61

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