

## 1z0-1050 Dumps

# Oracle Payroll Cloud 2019 Implementation Essentials

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**NEW QUESTION 1**

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 2**

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 3**

Which delivered report can be used to verify the details of all payments made to third-parties?

- A. Payment Register Report
- B. Third-Party Payment Register
- C. Third-Party Invoice Listing
- D. Payroll Activity Report

**Answer:** B

**NEW QUESTION 4**

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 5**

How should you configure the predefined payslip report to meet your customer's payslip requirements?

- A. Payslips cannot be configured and must be built from the beginning.
- B. Modify the copy of the seeded payslip template and use it in a copy of the seeded payslip report.
- C. Open the seeded Payslip report and edit the template.
- D. Rename the seeded Payslip report and edit the content within the seeded template.

**Answer:** B

**NEW QUESTION 6**

A customer has asked for notifications to be sent for tasks within a flow pattern. Notifications can be sent based on the statuses of the flow task. Which option should the task statuses that are supported?

- A. Error, Warning, Complete
- B. Error or Warning
- C. Error, Warning, Complete, In Progress
- D. All statuses

**Answer:** C

**NEW QUESTION 7**

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 8**

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 one of the flow pattern parameter values
- C. Derives the value from one of the task parameter values
- D. Derives the value from the context of the current flow instance

**Answer: B**

**NEW QUESTION 9**

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 10**

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 10**

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 13**

A person has one Payroll Relationship and two assignments. Each assignment has two different departments. Each department is associated with a different cost center. You would like to transfer all the costs of this period to one cost center only. Which two options achieve this requirement?

- A. Define payroll costing with the cost center required.
- B. Define element entry level costing for all elements for this person with the required cost center.
- C. You cannot achieve this because the cost center is automatically picked up from the manage department costing.
- D. Define the Person – Payroll Relationship level costing with the required cost center so that all costs are changed to the same cost center.

**Answer: B**

**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 20**

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 23**

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 25**

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 30**

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 display a blank (null) value in the segment.
- B. Calculation displays an error, and the person's results are not costed.
- C. Costing results are placed into suspense account.
- D. No costing results are created for the person.

Answer: C

**NEW QUESTION 33**

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 36**

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.

Answer: B

**NEW QUESTION 38**

Your customer pays their workers on a semi-monthly payroll frequency. To save costs, the customer is changing their company policy and effective from 1st January, all workers will be paid on a monthly payroll frequency.

What action should you take to implement this change?

- A. Create a new monthly payroll definition, and date the workers employment records associated with the semi-monthly payroll, create new employment records for the workers and associate these to the monthly payroll.
- B. Create a new monthly payroll definition and transfer the workers from the semi-monthly payroll to the monthly payroll.
- C. Navigate to the semi-monthly payroll and update the Date Paid field on the payroll time periods to reflect the new monthly payment dates.
- D. Navigate to the semi-monthly payroll and update the Start and End Dates on the payroll time periods to reflect the new monthly payroll period dates.

Answer: B

**NEW QUESTION 41**

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 42**

Which two seed job roles have access to the Setup and Maintenance work area and can access all payroll setup tasks? (Choose two.)

- A. Application Implementation Consultant
- B. Payroll Interface Coordinator
- C. Payroll Administrator
- D. Payroll Manager

**Answer:** CD

**NEW QUESTION 43**

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 48**

You are creating a custom balance that needs to include run results of all elements associated with the regular earnings and supplemental earnings classifications. How should you define the balance feeds to meet this requirement?

- A. Create balance feeds for each element belonging to regular earnings and supplemental earnings classifications.
- B. This requirement cannot be met because a balance cannot be fed by elements from more than one element classification.
- C. Create a balance feed for the regular earnings classification and a balance feed for the supplemental earnings classification.
- D. Create balance feeds for each element belonging to regular earnings and supplemental earnings classifications but ensure the number of feeds does not exceed 250.

**Answer:** C

**NEW QUESTION 53**

You want to give a user to access to run a specific shipped payroll process or report. Which three actions should you perform?

- A. Give the user the functional privilege to run the specific process or report through a job or abstract role.
- B. Enable the process or report on the Manage Payroll Flow Pattern page.
- C. Define a payroll flow security profile that includes the flow for the specific process or report, and then assign it to the data role attached to the user.
- D. Regenerate the data role attached to the user.

**Answer:** BCD

**NEW QUESTION 54**

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

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

**Answer:** C

**NEW QUESTION 57**

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 60**

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

**Answer: B**

**NEW QUESTION 62**

You have a requirement to verify the costing results of a person in a particular payroll run. In which three ways do you verify the costing results of a single person? (Choose three.)

- A. You cannot view the costing results of a single person.
- B. You can view the costing results from Statement of Earnings -> View Costing Results.
- C. You can run the Payroll Costing Report for a single person.
- D. You can use the OTBI – Payroll Run Costing Real Time subject area.

**Answer: BCD**

**NEW QUESTION 63**

You need to associate a worker to your customer's weekly payroll but the payroll field only displays values for the monthly and by-weekly payrolls. Which two issues are the source of problem? (Choose two.)

- A. The weekly payroll has not been created in the worker's legislative data group.
- B. Your data role does not include a payroll security profile that includes the weekly payroll.
- C. You do not have the Manage Payroll Definition duty role.
- D. The weekly payroll has not been enabled for the worker's PSU.

**Answer: BC**

**NEW QUESTION 66**

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 68**

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.

**Answer: B**

**NEW QUESTION 70**

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