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

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
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 4
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 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
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 7
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 8
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 9
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
A customer's organization has a grade structure with four grades – C1, C2, C3, and C4. You have a car allowance element, which is art 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. You cannot meet the requirement as you cannot create element eligibility using grade as the eligibility criteria.
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 the element eligibility as an Open Eligibility and create an element entry only for employees with grades C3 and C4.
D. Define multiple element eligibilities using grade C3 and C4.

Answer: C

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 11
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 15
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 18
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 19
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 21
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 22
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 24
If the status of a task on the checklist is "On Hold", what actions can be taken against that task?

A. Mark for Retry
B. Skip, Retry, and Submit
C. Resubmit, Force Resubmit, and Skip
D. Resubmit, Rollback, and Skip

Answer: B

NEW QUESTION 26
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 31
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 36
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 41
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 ant 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 43
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 44
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 45
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 48
What are three important considerations when you create your batch data to initialize employee balances?

A. You must use the same date for all batch detail lines.
B. You must create your batches by Legislative Data Group.
C. You must include all balances for one employee within one batch.
D. You must initialize balances before you run any payroll processes.

Answer: BCD

NEW QUESTION 52
You defined the department costing information after the Calculate Payroll process is run that creates the costing results also. You noticed that the department costing information is not created for the employees who are in that department.
What should you do to ensure the department costing information is reflected for those employees without rolling back and rerunning the Calculate Payroll?

A. You roll back only the costing process and rerun it.
B. You run the Calculate Retroactive Costing process to recalculate costs for retroactive changes to costing setups.
C. You cannot rectify the costing results after they are created.
D. You do the adjustments in General Ledger because you cannot do changes in the costing results.

Answer: B

NEW QUESTION 54
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.

Answer: BCD

NEW QUESTION 55
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 59
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