1z0-1050 Dumps

Oracle Payroll Cloud 2019 Implementation Essentials

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NEW QUESTION 1
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 2
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 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
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 6
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 7
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 8
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 9
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 10
The customer requires that a team of payroll clerks be able to view the output of a task submitted by another user. Which Owner Type should be configured against the task?

A. Active Users
B. All
C. Group
D. User

Answer: C

NEW QUESTION 10
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 11
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 16
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 18
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 22
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 27
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 32
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 34
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 38
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 payrol
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 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 Mange 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 46
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 48
You are currently reconciling a payroll run and are informed of a late starter who you would like included in the payments part of the main processing flow.
Which feature should you use to achieve this?

A. Connecting Flows
B. Calling a Flow
C. Flow Linkage
D. Flow Interaction

Answer: D

NEW QUESTION 53
A court has issued an order for deductions to be taken from a worker's salary and paid to an ex-spouse. The court order includes instructions for the company to make payments directly to the ex-spouse and has included their bank details.
How should you enter these details into the application?

A. Enter the bank details on the manage third-party person payment methods page.
B. Enter the bank details on personal payment methods page.
C. This requirement cannot be met in cloud payroll; all such payments should be sent to the court.
D. Enter the bank details on a third-party organization page.

Answer: A

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 56
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 61
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 63
You are a payroll customer but when you have created an earnings element using the Manage Elements feature it has not created a pay value input value.
What is the reason for this?

A. The earnings element template always creates "Pay Value" as the input value.
B. The selected extension in Manage Features by Country or Territory was set to "Human Resources or None".
C. The selected extension in Manage Features by Country or Territory was set to "Payroll".
D. The selected extension in Manage Features by Country or Territory was set to "Payroll Interface".

Answer: B

NEW QUESTION 64
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 69

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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