

## Exam Questions 1z0-1050

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

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 3

Your customer is using Fusion Absences and wants to send absence information through to Fusion Global Payroll so that it can be processed. 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 4

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 5

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 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

Which option represents the costing hierarchy necessary to build a cost account when the element costing is defined with costing type as "Costed"?

- A. Element Eligibility, Payroll, Department, Job or Position, Person, Element Entry
- B. Payroll, Department, Job or Position, Element Eligibility, Person, Element Entry
- C. Payroll, Element Eligibility, Department, Job, Position, Person, Element Entry
- D. Payroll, Person Element Entry, Department, Job or Position, Person, Element Eligibility

**Answer: C**

#### NEW QUESTION 8

You are using a third-party time product and want to import time to Fusion Payroll using the time interface. What steps should you take?

- A. Import time card entries by submitting the load Time Card Batches process from the Payroll Checklist or Payroll Administration work areas
- B. Import time entries using the Batch Loader task in the Payroll Administration work area.
- C. Import time card entries by submitting the Load Time Card process from the Time and Labor work area.
- D. Import element entries using the Batch Loader task in the Payroll Administration work area.

**Answer:** A

#### NEW QUESTION 9

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 10

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 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](https://docs.oracle.com/cd/E51367_01/globalop_gs/FAIGP/F1427197AN15697.htm)

#### NEW QUESTION 13

A customer's organization has a grade structure with four grades – C1, C2, C3, and C4. You have a car allowance element, which is at 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 17

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 22

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 24

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 27

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 31

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 35

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 38

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 41

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 46

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 47

You are testing the retropay process and enter a retrospective bonus entry for a worker. The bonus is calculated based on a percentage of the worker's salary. When you review the results of the retropay process you identify the bonus has not been included. Identify two reasons why this is happening. (Choose two.)

- A. Retropay has not been enabled on the bonus element.
- B. Retropay has not been enabled on the salary element.
- C. Element entry changes are not included in the retroactive event group.
- D. Bonus element changes are not included in the retroactive event group.

**Answer: AC**

#### NEW QUESTION 48

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 53

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 56

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 61

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 63

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 68

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 72

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 77

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 81

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 84

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 87

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 92

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 95**

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 99**

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 100**

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 103**

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