

# 1Z0-1050<sup>Q&As</sup>

Oracle Payroll Cloud 2019 Implementation Essentials

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**QUESTION 1**

A line manager has hired a worker who will be paid on a weekly basis. What navigation path should the payroll user take to enter the weekly payroll details for the worker?

- A. Manage Work Relationship > Work Relationship Record
- B. Manage Work Relationship > Assignment Record
- C. Manage Payroll Relationship > Assignment Record
- D. Manage Payroll Relationship > Payroll Relationship Record

Correct Answer: C

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**QUESTION 2**

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.

Correct Answer: B

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**QUESTION 3**

Your customer is using HCM Cloud Absence Management and wants to transfer absence information to Cloud Global Payroll so that it can be processed.

Aside from creating your absence plan, which two steps do you need to complete in Cloud Global Payroll? (Choose two.)

- A. Create your absence elements
- B. Create an Absence Calculation Card to store the absence details
- C. Create element eligibility for each absence element
- D. Manually enter the absence units in the employees\ element entry

Correct Answer: AC

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Reference: <https://learn.oracle.com/ords/launchpad/learn?page=integrating-absence-with-globalpayrollandcontext=0:40769:40756>

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#### QUESTION 4

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

Correct Answer: D

Reference: <https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update17d/faigp/settingup-payroll-flow-patterns.html#FAIGP711763>  
<https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update17d/faigp/setting-up-payroll-flow-patterns.html>

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#### QUESTION 5

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

Correct Answer: A

Reference: [https://docs.oracle.com/cd/E60665\\_01/globalcs\\_gs/FAGPI/FAGPI1635416.htm#FAGPI1511389](https://docs.oracle.com/cd/E60665_01/globalcs_gs/FAGPI/FAGPI1635416.htm#FAGPI1511389)

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#### QUESTION 6

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

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

D. Derives the value from the output of the previous task

Correct Answer: D

Reference: <https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update17d/faigp/settingup-payroll-flow-patterns.html#FAIGP2317488>

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### QUESTION 7

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.

What action should you take to implement this change?

- A. Create a new monthly payroll definition and transfer the workers from the semi-monthly payroll to the monthly payroll.
- B. Create a new monthly payroll definition, end 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.
- 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.

Correct Answer: B

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### QUESTION 8

Your customer has the finance system in a third party system and you have to send the payroll costing entries to a third party system.

Which two options can be used to extract the data from Cloud Payroll system?

- A. You cannot extract the costing results from cloud payroll to send it to third party financials system.
- B. You can use the OTBI – Payroll Run Costing Real Time subject area to extract the costing results of a particular run.
- 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 Results Real Time subject area to extract the costing results of a particular run, because payroll costing is part of payroll run.

Correct Answer: BC

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### QUESTION 9

Your customer is using HCM cloud Absences Management.

Where is the absence information passed from absences to payroll held in the application?

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

Correct Answer: B

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#### QUESTION 10

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".

Correct Answer: AB

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#### QUESTION 11

What three options should be considered while defining a costing key flexfield structure?

- A. Required and Optional Segments
- B. GL Accounting key flexfield structure
- C. Value sets for the segments
- D. Cost hierarchy levels enabled to populate each cost account segment

Correct Answer: ACD

Reference: [https://docs.oracle.com/cd/E51367\\_01/globalop\\_gs/FAIGP/F1427204AN1E085.htm](https://docs.oracle.com/cd/E51367_01/globalop_gs/FAIGP/F1427204AN1E085.htm)

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#### QUESTION 12

An element is defined with costing type as "Fixed Costing".

Which costing levels are considered while building cost account?

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

Correct Answer: C

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### QUESTION 13

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 personal payment methods page
- B. Enter the bank details on the manage third-party person 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

Correct Answer: B

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### QUESTION 14

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.

Correct Answer: BCD

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### QUESTION 15

The element template has created a "Results" element for a voluntary deduction element along with the base element.

On which element eligibility should you enter the costing account information?

- A. Base element
- B. Calculator element
- C. Results element
- D. Distributor element

Correct Answer: A

Reference: [https://docs.oracle.com/cd/E18727\\_01/doc.121/e13554/T270794T273820.htm](https://docs.oracle.com/cd/E18727_01/doc.121/e13554/T270794T273820.htm)

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