



1Z0-1050^{Q&As}

Oracle Payroll Cloud 2019 Implementation Essentials

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QUESTION 1

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

Correct Answer: AB

QUESTION 2

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

Correct Answer: ABC

QUESTION 3

What are three important considerations when you create your batch data to initialize employee balances? (Choose three.)

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

Correct Answer: ABD

QUESTION 4



Which action should you take in a checklist to enable the process to be automatically re-processed?

- A. Rollback
- B. Mark for Retry
- C. Re Process
- D. Skip

Correct Answer: B

Reference: <https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update17d/oapay/calculate-validate-and-balance-payroll.html#OAPAY774631>

QUESTION 5

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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