



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

Oracle Payroll Cloud 2019 Implementation Essentials

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### QUESTION 1

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. Define the element eligibility as an Open Eligibility and create an element entry only for employees with grades C3 and C4.
- 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 multiple element eligibilities using grade C3 and C4 only.
- D. You cannot meet the requirement as you cannot create element eligibility using grade as the eligibility criteria.

Correct Answer: A

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### QUESTION 2

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

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### QUESTION 3

Your customer has some questions around the parameters that must be entered when running the prepayments process.

From which two work areas can you access the prepayment process? (Choose two.)

- A. Payroll Checklist
- B. Payment Distribution



- C. Accounting Distribution
- D. Payroll Calculating

Correct Answer: AB

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#### QUESTION 4

As a general rule when costing an element created with a primary classification of standard earnings, what element and input value do you cost?

- A. Result Element and input value of Earnings Calculated
- B. Base Element and input value of Pay value
- C. Base Element and input value of Earning Calculated
- D. Result Element and input value of Pay Value

Correct Answer: A

Reference: <https://docs.oracle.com/en/cloud/saas/global-human-resources/19a/fapus/setting-upelements.html#FAPUS2756495>

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#### QUESTION 5

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 Costing Report with Summary scope
- B. You can use the OTBI - Payroll Run Costing Real Time subject area
- C. Run the Payroll Activity Report in Detail scope
- D. You cannot achieve this requirement

Correct Answer: AB

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