



1Z0-1013^{Q&As}

Oracle Payroll Cloud 2018 Implementation Essentials

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QUESTION 1

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.

Correct Answer: A

QUESTION 2

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.

Correct Answer: BCD

QUESTION 3

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.

Correct Answer: CD

QUESTION 4

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 proration is not enabled on this element.
- D. The element gets processed with zero value and a warning message is displayed.

Correct Answer: B

QUESTION 5

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".

Correct Answer: B

QUESTION 6

How can you delete a payroll flow pattern that has not been previously submitted?

- A. Change the status of the flow pattern to be "Inactive" in Manage Flow Patterns. Then select "Delete" from the actions menu.
- B. Ensure all tasks are deleted and then from Manage Payroll Flow Patterns task, search for your flow and select "Delete" from the actions menu.
- C. You cannot delete flow patterns.
- D. From Manage Payroll Flow Patterns task, search for your flow and select "Delete" from the actions menu.

Correct Answer: D

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.

Correct Answer: A

QUESTION 8

Your customer is using a third-party time product. You have created elements using the time category and now need to import time card hours into cloud payroll. How can you meet this requirement?

A. Use the batch Loader task to import time element entries into cloud payroll.

B. Use the Load Time Card process to import time entries into cloud payroll.

C. It is not possible to load time directly from a third-party time product into cloud payroll.

D. Use the Load Time Card process to import time entries into cloud Time and Labour, and then use the batch loader task to import time element entries into cloud payroll.

Correct Answer: B

QUESTION 9

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.

Correct Answer: B

QUESTION 10

If the status of a task on the checklist is "On Hold", what actions can be taken against that task?

A. Mark for Retry



- B. Skip, Retry, and Submit
- C. Resubmit, Force Resubmit, and Skip
- D. Resubmit, Rollback, and Skip

Correct Answer: B

QUESTION 11

You want to define your own rules for converting a rate value from one periodicity to another, such as from weekly to annual. How can you achieve this?

- A. Create an additional input value, calculate the converted value outside the system, and enter it while creating an element entry.
- B. Define your own Periodicity Conversion Rule and select it while creating the element.
- C. You cannot define your own rules for converting from one periodicity to another.
- D. Define an indirect element, write a fast formula to convert the processed value and create the result for an indirect element.

Correct Answer: B

QUESTION 12

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. It automatically distributes costs for earnings elements, which are at assignment level.

Correct Answer: B

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