



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

Oracle Payroll Cloud 2019 Implementation Essentials

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### QUESTION 1

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 2

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 3

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>



#### QUESTION 4

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 5

You were trying to attach the lookup that you created to an input value in order to restrict the values for that input value, but the lookup field is not enabled.

What is the reason for the lookup field not being enabled?

- A. The unit of measure for the input value should be Date.
- B. The unit of measure for the input value should be Character.
- C. This is a bug in the application.
- D. The unit of measure for the input value should be Number.

Correct Answer: B

Reference: <https://docs.oracle.com/en/cloud/saas/global-human-resources/18b/faigp/setting-upelements.html#FAIGP792616>

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#### QUESTION 6

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 person to one cost center only.

Which two options achieve the requirement? (Choose two.)

- A. Define payroll costing with the cost center required
- B. Define the Person – Payroll Relationship level costing with the required cost center so that all costs are charged to the same cost center



- C. You cannot achieve this because the cost center is automatically picked up from the manage department costing
- D. Define element entry level costing for all elements for this person with the required cost center

Correct Answer: AD

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#### QUESTION 7

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. Write a formula to select the correct bank account for employees and 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. Create two personal payment methods for each of your employees: one for their salary payments and one for their third-party payments.
- D. Ensure you run the prepayments process separately for your employees and your third parties.

Correct Answer: D

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#### QUESTION 8

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 9

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 10

You are creating a car allowance element. The rules for this allowance need to reference the salary balance.

How can you meet this requirement?

- A. Enter the salary balance value as an input value on the car allowance element.
- B. Associate the salary balance to a calculation card and reference the calculation card in the allowance element formula.
- C. Create a balance feed to feed the salary balance to the car allowance element.
- D. Reference the database item and appropriate dimension for the salary balance in the allowance element formula.

Correct Answer: D

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#### QUESTION 11

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 12

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

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#### QUESTION 13

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. An element with "Timecard" category does not create any input values
- C. Overtime hours will be captured in the "Hours" input value
- D. Overtime hours will be captured in the "Hours Worked" input value

Correct Answer: D

Reference: [https://docs.oracle.com/cd/E18727\\_01/doc.121/e13521/T83865T412442.htm](https://docs.oracle.com/cd/E18727_01/doc.121/e13521/T83865T412442.htm)

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#### QUESTION 14

Your customer's bonus payments are based on a percentage of salary. Therefore, salary must be calculated before bonus in the payroll run.

How do you determine the element processing sequence within a payroll run?

- A. Use the default priority of the primary classification of the element.
- B. Alter the sequence of the elements on the element entries page.
- C. Set the effective process priority within the element entries page.
- D. Set the priority of the element on the element definition page.

Correct Answer: D

Reference: <https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update17d/oapay/calculate-validate-and-balance-payroll.html#OAPAY773683>

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#### QUESTION 15

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

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