

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

Oracle Payroll Cloud 2019 Implementation Essentials

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**QUESTION 1**

Which is the correct cost hierarchy used to build each account segment?

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

Correct Answer: A

Reference: <https://apps2fusion.com/oracle-fusion-online-training/fusion-applications/fusion-payroll/1332oracle-fusion-payroll-costing-part-1>

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**QUESTION 2**

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

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**QUESTION 3**

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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## QUESTION 4

You are implementing retropay. You have created a retroactive event group to track the changes that need to be considered by the retropay process.

To which feature should the retroactive event group be associated?

- A. Element
- B. Payroll definition
- C. Work relationship records
- D. Payroll relationship records

Correct Answer: A

Reference: [https://docs.oracle.com/cd/E51367\\_01/globalop\\_gs/FAIGP/F1427200AN19C77.htm](https://docs.oracle.com/cd/E51367_01/globalop_gs/FAIGP/F1427200AN19C77.htm)

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## QUESTION 5

You have an employee tax deduction element that credits the same account for all employees irrespective of their home department.

How do you define the costing rules to meet this requirement?

- A. You create Fixed Costing on tax deduction element
- B. You create the costing with distributed option
- C. You create the costing with "Costed" option on tax element
- D. You cannot meet this requirement because the costs are automatically apportioned to the respective departments

Correct Answer: A

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## QUESTION 6

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 7**

There are several flows showing on the payroll dashboard that are incomplete. What action should be taken to complete the flow and remove it from showing on the dashboard?

A. From the Payroll Calculation Work Area, highlight the flow and select the complete flow action.

B. From the Payroll Calculation Work Area, highlight the flow and select the delete flow action.

C. From the Payroll Calculation Work Area, highlight the flow and select the skip all tasks action.

D. From the Payroll Calculation Work Area, highlight the flow and select the rollback all tasks action.

Correct Answer: D

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**QUESTION 8**

You are currently reconciling a payroll run and are informed of a late starter who you would like included in the payments part of the main processing flow.

Which feature should you use to achieve this?

A. Connecting Flows

B. Flow Linkage

C. Flow Interaction

D. Calling a Flow

Correct Answer: C

Reference: [https://docs.oracle.com/cd/E60665\\_01/globalcs\\_gs/OAPAY/F1427133AN1BE47.htm](https://docs.oracle.com/cd/E60665_01/globalcs_gs/OAPAY/F1427133AN1BE47.htm)

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**QUESTION 9**

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 10

The customer requires that a team of payroll clerks be able to view the output of a task submitted by another user. Which Owner Type should be configured against the task?

A. All

B. User

C. Active Users

D. Group

Correct Answer: B

Reference: [https://docs.oracle.com/cd/B28359\\_01/server.111/b28310/views001.htm#ADMIN11774](https://docs.oracle.com/cd/B28359_01/server.111/b28310/views001.htm#ADMIN11774)

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## QUESTION 11

Which legislative data group (LDG) description is incorrect?

A. An LDG can be associated to multiple cost allocation key flexfield structures

B. An LDG marks a legislation in which payroll is processed

C. An LDG is associated with a legislative code and currency

D. An LDG can contain many legal entities that act as payroll statutory units

Correct Answer: A

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## QUESTION 12

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.

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Correct Answer: D

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**QUESTION 13**

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 14**

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 15**

Which status should you select for your flow pattern so it is available under "Submit a Payroll Flow"?

- A. Active. Payroll Flow
- B. Active. Process, Report, or Payroll Flow
- C. Active. Process or Report
- D. Active. Flow Pattern Submission

Correct Answer: B

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