# 1z0-1050 Dumps

# Oracle Payroll Cloud 2019 Implementation Essentials

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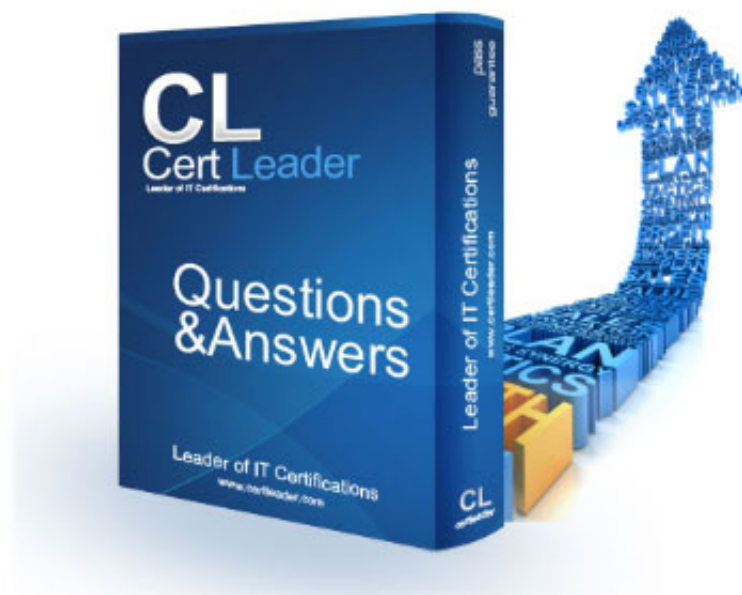
**NEW QUESTION 1**
A customer wants to distribute the costs of a benefits element, which is at payroll relationship level, to employee earnings.
How should you define the costing rules to meet this requirement?

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

**Answer:** B

**NEW QUESTION 2**
The element template has created a "Results" element for a voluntary deduction element along with the base element. What is needed to be created for each employee that is eligible for deduction?

A. Distributor element
B. Calculator element
C. Results element
D. Base element

**Answer:** D

**NEW QUESTION 3**
You are using a third-party time product and want to import time to Fusion Payroll using the time interface. What steps should you take?

A. Import time card entries by submitting the load Time Card Batches process from the Payroll Checklist or Payroll Administration work areas
B. Import time entries using the Batch Loader task in the Payroll Administration work area.
C. Import time card entries by submitting the Load Time Card process from the Time and Labor work area.
D. Import element entries using the Batch Loader task in the Payroll Administration work area.

**Answer:** A

**NEW QUESTION 4**
You are implementing retropay. You have created a retroactive event group to tract 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 relationship records
C. Payroll definition
D. Work relationship records

**Answer:** A

**NEW QUESTION 5**
When a customer runs a payroll, it creates payroll run actions for all workers included in the process. On which employment record are the process actions created?

A. Payroll Relationship only
B. Assignment, Work Relationship
C. Assignment only
D. Assignment, Payroll Relationship

**Answer:** A

**NEW 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 Pattern
B. Then select "Delete" from the actions menu.
C. Ensure all tasks are deleted and then from Manage Payroll Flow Patterns task, search for your flow and select "Delete" from the actions menu.
D. You cannot delete flow patterns.
E. From Manage Payroll Flow Patterns task, search for your flow and select Delete" from the actions menu.

**Answer:** D

**NEW QUESTION 7**
Which status should you select for your flow pattern so it is available under "Submit a Payroll Flow"?

A. Activ
B. Payroll Flow
C. Activ
D. Process of Report
E. Activ
F. Flow Pattern Submission

G. Activ
H. Proces
I. Report, or Payroll Flow

**Answer:** D

## NEW QUESTION 8
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.

**Answer:** A

## NEW QUESTION 9
A worker's payroll frequency changes from weekly to monthly. What action should you take?

A. Terminate the worker's assignment record associated to the weekly payrol
B. Create a new assignment record and associate it to the monthly payroll.
C. Transfer the worker from the weekly payroll to the monthly payroll.
D. End the weekly payroll record to the worker and add a new monthly payroll record.
E. Update the weekly payroll definition and change the calendar to a weekly frequency.

**Answer:** B

## NEW QUESTION 10
You want to give a user to access to run a specific shipped payroll process or report. Which three actions should you perform?

A. Give the user the functional privilege to run the specific process or report through a job or abstract role.
B. Enable the process or report on the Mange Payroll Flow Pattern page.
C. Define a payroll flow security profile that includes the flow for the specific process or report, and then assign it to the data role attached to the user.
D. Regenerate the data role attached to the user.

**Answer:** BCD

## NEW QUESTION 10
A customer is implementing the two-tier employment model. At what level are payroll run results captured in cloud payroll?

A. Payroll Relationship only
B. Work Relationship and Assignment
C. Assignment only
D. Payroll Relationship and Assignment

**Answer:** C

## NEW QUESTION 15
When defining your customer's monthly payroll, they ask you to set the cut-off date for their monthly payroll to five days before the period end date.
What is the impact of the cut-off date on payroll processing?

A. The cut-off date triggers the automatic submission of the payroll calculation
B. The cut-off date is for informational purposes only.
C. The application restricts HR users from entering data after the payroll cut-off date.
D. The application restricts Payroll users from entering data after the payroll cut-off date.

**Answer:** B

## NEW QUESTION 18
Your customer's requirement is to pay employees within each of their three business units from a different bank account. Which three setup steps should you complete? (Choose three.)

A. Write a formula to retrieve the employees business unit details.
B. Create a Default Payer Element with a Payment Criteria input value.
C. Create one organization payment method with three payments sources and define three payment method rules based on each business unit.
D. Create three organization payment methods each with a different payment source.

**Answer:** BCD

## NEW QUESTION 20
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.

**Answer:** CD

**NEW QUESTION 24**
You need to associate a worker to your customer's weekly payroll but the payroll field only displays values for the monthly and by-weekly payrolls.
Which two issues are the source of problem? (Choose two.)

A. The weekly payroll has not been created in the worker's legislative data group.
B. Your data role does not include a payroll security profile that includes the weekly payroll.
C. You do not have the Manage Payroll Definition duty role.
D. The weekly payroll has not been enabled for the worker's PSU.

**Answer:** BC

**NEW QUESTION 28**
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

**Answer:** ABC

**NEW QUESTION 30**
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