Vendor: Oracle

Exam Code:1Z0-1050

Exam Name: Oracle Payroll Cloud 2019 Implementation Essentials

Version: Demo

QUESTION 1

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

QUESTION 2

A worker moves to a different legal employer within the same country. The HR user performs a global transfer to meet this requirement.

What is the impact of the transfer on the worker\\'s payroll relationship record?

A. There is no impact

B. It depends on the customer\\'s payroll statutory unit and legal employer structure

C. The payroll relationship will be ended and a new payroll relationship is created

D. It depends on the customer\\'s payroll statutory unit and tax reporting structure

Correct Answer: B

QUESTION 3

Your customer is running their weekly payroll, which includes a number of high-performing workers, who will be receiving a bonus. They want these workers to be able to view their payslip two days earlier than other workers on the weekly payroll.

What action should be taken to meet this requirement?

A. Using the payroll time definition, override the payslip availability date for the impacted workers.

B. It is not possible to override the payslip availability date for a subset of workers.

C. Navigate to the Document of Records (DOR) and override the payslip availability date for the impacted employees.

D. Create a payroll object group for the impacted workers and enter an overriding payslip availability date when submitting the payroll run.

Correct Answer: D

QUESTION 4

Which two statements regarding the relationship between legal entities, legal employers, and payroll statutory units (PSU) are correct? (Choose two.)

A. A legal employer can be associated with multiple PSUs

B. A legal entity can be both a legal employer and a PSU

C. Legal entities responsible for paying workers

D. PSUs are legal entities responsible for payroll tax and social insurance reporting

Correct Answer: CD

Reference: https://docs.oracle.com/en/cloud/saas/financials/r13-update17d/faigl/legalentities.html#FAIGL1453110

QUESTION 5

You hire an employee on 01-JAN-2016. The employee is in the process of moving bank accounts and is yet to create a personal payment method.

How will the employee receive their payroll payment for the month of January?

A. They will be paid by check, because this is the default payment method on the employee\\'s payroll.

B. The payment process will error and they will not receive payment for the month of January.

C. They won\\'t receive payment until they have created a personal payment method.

D. A cash payment request will be sent to accounts payable, and the employee will be paid in cash.

Correct Answer: A

QUESTION 6

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

QUESTION 7

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

QUESTION 8

You have a requirement to stop the new entries from being created for an element and to continue the existing entries. How do you achieve this?

A. You cannot achieve this requirement because you need to continue the existing element entries.

B. Delete the element definition and re-create it with a different effective date.

C. End date the element definition.

D. Change the effective date to the required date and select the "Closed for entry" check box.

Correct Answer: D

Reference: https://docs.oracle.com/cd/A60725_05/html/comnls/us/per/defelw01.htm

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QUESTION 9

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

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QUESTION 10

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

QUESTION 11

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

QUESTION 12

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