

# DUMPS ARENA

## Oracle Payroll Cloud 2019 Implementation Essentials

Oracle 1z0-1050

Version Demo

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**QUESTION NO: 1**

Your customer is using HCM Cloud Absence Management and wants to transfer absence information to Cloud Global Payroll so that it can be processed.

Aside from creating your absence plan, which two steps do you need to complete in Cloud Global Payroll? (Choose two.)

- A. Create your absence elements
- B. Create an Absence Calculation Card to store the absence details
- C. Create element eligibility for each absence element
- D. Manually enter the absence units in the employees' element entry

**ANSWER: A C****QUESTION NO: 2**

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: B C****QUESTION NO: 3**

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: B C D**

#### **QUESTION NO: 4**

What happens if the costing process does not find a value for a segment defined as mandatory, and you create a suspense account at Payroll level?

- A. Costing results display a blank (null) value in the segment.
- B. Calculation displays an error, and the person's results are not costed.
- C. Costing results are placed into suspense account.
- D. No costing results are created for the person.

**ANSWER: C**

#### **QUESTION NO: 5**

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

**ANSWER: A**

#### **QUESTION NO: 6**

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: A B C**

#### **QUESTION NO: 7**

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. End date the element definition.
- B. Change the effective date to the required date and select the “Closed for entry” check box.
- C. You cannot achieve this requirement because you need to continue the existing element entries.
- D. Delete the element definition and re-create it with a different effective date.

**ANSWER: B**

#### **QUESTION NO: 8**

You have a requirement to verify the costing results, such as debit and credit, of a particular payroll run at costing segments combination level, without manually adding the individual costing results.

Which two options achieve this requirement?

- A. Run the Payroll Activity Report in Detail scope.
- B. Run the Payroll Costing Report in Summary scope.
- C. You can use the OTBI – Payroll Run Costing Real Time subject area.
- D. You cannot achieve this requirement.

**ANSWER: B C**

#### **QUESTION NO: 9**

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.

**ANSWER: A**

#### **QUESTION NO: 10**

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. Set the priority of the element on the element definition page.
- C. Set the effective process priority within the element entries page.
- D. Alter the sequence of the elements on the element entries page.

**ANSWER: B**