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NEW QUESTION: 1

Which option represents the costing hierarchy necessary to build a cost account when the element costing is defined with costing type as "Costed"?

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

Answer: B (LEAVE A REPLY)

NEW QUESTION: 2

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. Bonus element changes are not included in the retroactive event group.
- B. Retropay has not been enabled on the bonus element.
- C. Element entry changes are not included in the retroactive event group.
- D. Retropay has not been enabled on the salary element.

Answer: B,C (LEAVE A REPLY)

NEW QUESTION: 3

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

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 4

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 5

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. Element is at Payroll relationship level and the costing type is defined as "Costed".
- B. The costing type is defined as Distributed for the element.
- C. The costing type on the element is defined as "Fixed Costed".
- D. There is no costing option defined for the element.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 6

You are creating a custom balance that needs to include run results of all elements associated with the regular earnings and supplemental earnings classifications.

How should you define the balance feeds to meet this requirement?

- A. This requirement cannot be met because a balance cannot be fed by elements from more than one element classification.
- B. Create balance feeds for each element belonging to regular earnings and supplemental earnings classifications but ensure the number of feeds does not exceed 250.
- C. Create a balance feed for the regular earnings classification and a balance feed for the supplemental earnings classification.
- D. Create balance feeds for each element belonging to regular earnings and supplemental earnings classifications.

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 7

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.** Navigate to the Document of Records (DOR) and override the payslip availability date for the impacted employees.
- B.** Using the payroll time definition, override the payslip availability date for the impacted workers.
- C.** It is not possible to override the payslip availability date for a subset of workers.
- D.** Create a payroll object group for the impacted workers and enter the overriding payslip availability date when submitting the payroll run.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 8

Whilst testing the payroll ran, five workers went into error status. The remaining 10,000 workers completed successfully. You have reviewed and corrected the underlying issues for the five workers and now need to correct their payroll results.

What action should you take?

- A.** Manually update the payroll run status for each worker from error to complete.
- B.** Mark erred workers for retry and retry the payroll.
- C.** Process Payroll
- D.** Rollback the payroll run and reprocess

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 9

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 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.
- B.** It is not possible to load time directly from a third-party time product into cloud payroll.
- C.** Use the batch Loader task to import time element entries into cloud payroll.
- D.** Use the Load Time Card process to import time entries into cloud payroll.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 10

You have run the payroll calculation and several workers have an error status.

What action should you take to remove the payroll calculation results for all workers?

- A. Rollback
- B. Mark for Retry
- C. Delete Records
- D. Retry

Answer: A ([LEAVE A REPLY](#))

NEW 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 can contain many legal entities that act as payroll statutory units.
- C. An LDG marks a legislation in which payroll is processed.
- D. An LDG is associated with a legislative code and currency.

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 12

Your customer is using HCM cloud Absences. Where is the absence information passed from absences to payroll held in the application?

- A. Value definitions
- B. Absence information is not passed from cloud absences to cloud payroll.
- C. Input values
- D. User-defined tables.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 13

Which action should you take in a checklist to enable the process to be automatically re-processed?

- A. Skip
- B. Re Process
- C. Rollback
- D. Mark for Retry

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 14

You created organization payment methods of type Check and EFT for your customer. However, they inform you that they only want to allow their employees to create personal payment methods of type EFT.

Which additional setup step must you also complete?

- A. Create an information element, with an input value to store the payment types available to employees.
- B. Create a formula to restrict payment types available to employees and attach it to the payroll user interface configuration user-defined table.

- C. Disable the payment type field from the personal payment method page.
- D. Only attach organization payment methods of type EFT to the employees' payroll.

Answer: B (LEAVE A REPLY)

NEW QUESTION: 15

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 rollback all tasks action.
- B. From the Payroll Calculation Work Area, highlight the flow and select the complete flow action.
- C. From the Payroll Calculation Work Area, highlight the flow and select the delete flow action.
- D. From the Payroll Calculation Work Area, highlight the flow and select the skip all tasks action.

Answer: A (LEAVE A REPLY)

NEW QUESTION: 16

Your customer has a business requirement to only allow their employees to create one personal payment method. How should you configure this within the product?

- A. It is not possible to implement this type of restriction within the application.
- B. Create a formula to define the maximum number of payment methods allowed, and attach it to the payroll user interface configuration user defined table.
- C. Create an information element with an input value to store the maximum number of payment methods allowed.
- D. Remove the "ManagePersonal Payment Method" privilege from the employee role, so that employees cannot create personal payment methods.

Answer: B (LEAVE A REPLY)

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NEW QUESTION: 17

You have a requirement to control the values of one input value from another input value. How do you achieve this?

- A. You can achieve this requirement using the independent and dependent value sets on input values.
- B. You can achieve using lookups.
- C. You cannot achieve this because interdependency on input values is not possible.
- D. You can achieve this requirement using the table-validated values sets.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 18

How should you configure the predefined payslip report to meet your customer's payslip requirements?

- A. Payslips cannot be configured and must be built from the beginning.
- B. Rename the seeded Payslip report and edit the content within the seeded template.
- C. Modify the copy of the seeded payslip template and use it in a copy of the seeded payslip report.
- D. Open the seeded Payslip report and edit the template.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 19

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

Answer: A,D ([LEAVE A REPLY](#))

NEW QUESTION: 20

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

- A. A legal entity cannot be both a legal employee and a PSU.
- B. PSUs are legal entities responsible for payroll tax and social insurance reporting.
- C. Legal employers are legal entities responsible for paying workers.
- D. A legal employer can be associated with multiple PSUs.

Answer: B,C ([LEAVE A REPLY](#))

NEW QUESTION: 21

Which two seed job roles have access to the Setup and Maintenance work area and can access all payroll setup tasks? (Choose two.)

- A. Application Implementation Consultant
- B. Payroll Interface Coordinator
- C. Payroll Administrator
- D. Payroll Manager

Answer: C,D (LEAVE A REPLY)

NEW QUESTION: 22

You have an earnings element with the latest entry date as "Last Standard Earning Date" without Proration enabled.

When an employee is terminated in the middle of a pay period, how would the element be processed?

- A. The element gets processed with full value.
- B. The element gets processed with prorated value.
- C. The element does not get processed with because it gets end dated before the standard earning date and proration is not enabled on this element.
- D. The element gets processed with zero value and a warning message is displayed.

Answer: B (LEAVE A REPLY)

Explanation

If you select the last standard earning date option, also select proration for the element. This ensures that the element is processed up to this date, even if it isn't active at the end of a payroll period.

Reference https://docs.oracle.com/cd/E51367_01/globalop_gs/FAIGP/F1427197AN15697.htm

NEW QUESTION: 23

When submitting a payroll flow, who is the owner of a task if no one has been indicated within the payroll flow definition?

- A. Any user with the Payroll Administrator role
- B. The user that submitted the payroll flow
- C. Any user with the Payroll Manager role
- D. Any user with either the Payroll Administrator or Payroll Manager Role

Answer: B (LEAVE A REPLY)

NEW QUESTION: 24

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. Define the element eligibility as an Open Eligibility and create an element entry only for employees with BU2 and BU3.

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 multiple element eligibilities using BU2 and BU3 for Business Unit criteria.

D. You cannot meet the requirement as you cannot create element eligibility using business unit as the eligibility criteria.

Answer: D (LEAVE A REPLY)

NEW QUESTION: 25

You need to enter bank account details for the employees within your company. Which task should you use to do this?

A. Manage Personal Payment Methods

B. Manage Element Entries

C. Manage Third-Party Person Payment Methods

D. Manage Organization Payment Methods

Answer: A (LEAVE A REPLY)

NEW QUESTION: 26

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 validation formula with the condition so that the element is not processed when the condition is satisfied.

C. You cannot meet this requirement because once an element entry is created, it will be processed all the time.

D. You write a calculation formula with the condition so that the element is not processed when the condition is satisfied.

Answer: A (LEAVE A REPLY)

NEW QUESTION: 27

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. Accounting Distribution

B. Payroll Checklist

C. Payment Distribution

D. Payroll Calculating

Answer: B,C (LEAVE A REPLY)

NEW QUESTION: 28

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 multiple element eligibilities using grade C3 and C4.
- B.** You cannot meet the requirement as you cannot create element eligibility using grade as the eligibility criteria.
- C.** Define multiple element eligibilities using grade C1, C2, C3, and C4, but create an element entry only for employees with grades C3 and C4.
- D.** Define the element eligibility as an Open Eligibility and create an element entry only for employees with grades C3 and C4.

Answer: D (LEAVE A REPLY)

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