Oracle 1z0-1050

Oracle Payroll Cloud 2019 Implementation Essentials
Version: 1.0

QUESTION NO: 1

What is the maximum number of segments that a cost allocation key flexfield can have?

A.
15

B.
30

C.
25

D.
10

E.
20

Answer: B
Reference: https://docs.oracle.com/en/cloud/saas/global-human-resources/18c/faipc/payroll-costing.html#FAIPC1185917

QUESTION NO: 2

Which costing levels can you enter for an offset account?

A.
Job

B.
Element Eligibility

C.
Department

D.
Position

Answer: B
Reference: https://docs.oracle.com/en/cloud/saas/global-human-resources/18b/faipc/payroll-costing.html#FAIPC1255854

QUESTION NO: 3

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

Answer: C
Explanation:

QUESTION NO: 4

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

A.
Calculation displays an error, and the person's results are not costed

B.
No costing results are created for the person

C.
Costing results are placed into a suspense account

D.
Costing results displays a blank (null) value in the segment

Answer: C
Explanation:

QUESTION NO: 5

ION NO: 5

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

Answer: A,B
Explanation:

QUESTION NO: 6

Your customer pays their workers on a semi-monthly payroll frequency. To save costs, the customer is changing their company policy and effective from 1st January, all workers will be paid on a monthly.

What action should you take to implement this change?

A.
Create a new monthly payroll definition and transfer the workers from the semi-monthly payroll to the monthly payroll.

B.
Create a new monthly payroll definition, end date the workers employment records associated with the semi-monthly payroll, create new employment records for the workers and associate these to the monthly payroll.

C.

Navigate to the semi-monthly payroll and update the Date Paid field on the payroll time periods to reflect the new monthly payment dates.

D.

Navigate to the semi-monthly payroll and update the Start and End Dates on the payroll time periods to reflect the new monthly payroll period dates.

Answer: B

Explanation:

QUESTION NO: 7

You want to define your own rules for converting a rate value from one periodicity to another, such as from weekly to annual.

How can you achieve this?

A.

Define an indirect element, write a fast formula to convert the processed value and create the result for an indirect element.

B.

Define your own Periodicity Conversion Rule and select it while creating the element.

C.

Create an additional input value, calculate the converted value outside the system, and enter it while creating an element entry.

D.

You cannot define your own rules for converting from one periodicity to another.

Answer: C

Explanation:

QUESTION NO: 8

You have a requirement to control the values of one input value from another input value.

How do you achieve this?

A.

You cannot achieve this because interdependency on input values is not possible.

B.

You can achieve this requirement using the table-validated values sets.

C.

You can achieve this requirement using the independent and dependent value sets on input values.

D.

You can achieve using lookups.

Answer: D
Explanation:

QUESTION NO: 9

NO: 9

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

A.
The user that submitted the payroll flow

B.
Any user with the Payroll Administrator role

C.
Any user with the Payroll Manager role

D.
Any user with either the Payroll Administrator or Payroll Manager Role

Answer: A
Explanation:

QUESTION NO: 10

Which delivered report can be used to verify the details of all payments made to third-parties?

A.
Payroll Activity Report

B.
Payment Register Report

C.
Third-Party Invoice Listing

D.
Third-Party Payment Register

Answer: B
Reference: http://www.oracle.com/webfolder/technetwork/tutorials/tutorial/cloud/r13/wn/r13-wf-rewards-wn.htm

QUESTION NO: 11

A customer has asked for notifications to be sent for tasks within a flow pattern. Notifications can be sent based on the statuses of the flow task.

Which option shows the task statuses that are supported?

A.
Error on Warning

B.
Error, Warning, Complete

C.
Error, Warning, Complete, In Progress

D.
All Statuses

Answer: C

Explanation:

QUESTION NO: 12

You are a payroll customer but when you have created an earnings element using the Manage Elements feature it has not created a pay value input value.

What is the reason for this?

A.
The selected extension in Manage Features by Country or Territory was set to "Payroll Interface".

B.
The selected extension in Manage Features by Country or Territory was set to "Human Resources or None".

C.
The earnings element template always creates "Pay Value" as the input value.

D.
The selected extension in Manage Features by Country or Territory was set to "Payroll".

Answer: B
Explanation:

QUESTION NO: 13

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

Answer: A
Reference: https://docs.oracle.com/cd/E51367_01/globalop_gs/FAIGP/F1427200AN19C77.htm

QUESTION NO: 14

A person has one Payroll Relationship and two assignments. Each assignment has two different departments. Each department is associated with a different cost center. You would like to transfer all the costs of this person to one cost center only.

Which two options achieve the requirement? (Choose two.)

A.
Define payroll costing with the cost center required

B.
Define the Person – Payroll Relationship level costing with the required cost center so that all costs are charged to the same cost center

C.
You cannot achieve this because the cost center is automatically picked up from the manage department costing

D.
Define element entry level costing for all elements for this person with the required cost center

Answer: A,D
Explanation:

QUESTION NO: 15

You need to associate a worker to your customer's weekly payroll but the payroll field only displays values for the monthly and bi-weekly payrolls.

Which two issues are the source of the problem? (Choose two.)

A.
You do not have the Manage Payroll Definition duty role

B.
The weekly payroll has not been created in the worker's legislative data group

C.
The weekly payroll has not been enabled for the worker's PSU

D.
Your data role does not include a payroll security profile that includes the weekly payroll

Answer: A,D
Explanation:

QUESTION NO: 16

The element template has created a "Results" element for a voluntary deduction element along with the base element.

On which element eligibility should you enter the costing account information?

A.
Base element

B.
Calculator element

C.
Results element

D.
Distributor element

Answer: A
Reference: https://docs.oracle.com/cd/E18727_01/doc.121/e13554/T270794T273820.htm

QUESTION NO: 17

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.

Answer: D
Explanation:

QUESTION NO: 18

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

Answer: C,D
Reference: https://docs.oracle.com/en/cloud/saas/financials/r13-update17d/faigl/legal-entities.html#FAIGL1453110

QUESTION NO: 19

An element is defined with costing type as "Fixed Costing".

Which costing levels are considered while building cost account?

A.
Payroll, Element Eligibility, Department, Element Entry

B.
Payroll, Department, Element Eligibility

C.
Payroll, Element Eligibility, Element Entry

D.
Payroll, Person Element Entry, Department, Job or Position, Person, Element Eligibility

Answer: C
Explanation:

QUESTION NO: 20

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.
Retropay has not been enabled on the bonus element.

B.
Bonus element changes are not included in the retroactive event group.

C.
Retropay has not been enabled on the salary element.

D.
Element entry changes are not included in the retroactive event group.

Answer: A,B

Explanation:

QUESTION NO: 21

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

A.

Payroll Manager

B.

Payroll Administrator

C.

Application Implementation Consultant

D.

Payroll Interface Coordinator

Answer: B,C

Reference: https://docs.oracle.com/en/cloud/saas/procurement/r13-update17d/oapro/overview.html#OAPRO1684917

QUESTION NO: 22

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

Answer: A,B,D
Explanation:

QUESTION NO: 23

TION NO: 23

Which two delivered reports can be used to view the results of a payroll run immediately after running the Calculate Payroll process? (Choose two.)

A.
Payroll Balance Report

B.
Payroll Register Report

C.
Payroll Activity Report

D.
Payment Register Report

Answer: A,C
Reference: https://docs.oracle.com/cd/E60665_01/globalcs_gs/OAPAY/F1427133AN1BE47.htm

QUESTION NO: 24

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

Answer: B
Explanation:

QUESTION NO: 25

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 Costing Report with Summary scope

B.
You can use the OTBI – Payroll Run Costing Real Time subject area

C.
Run the Payroll Activity Report in Detail scope

D.
You cannot achieve this requirement

Answer: A,B
Explanation:

QUESTION NO: 26

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.

Enter the salary balance value as an input value on the car allowance element.

B.

Associate the salary balance to a calculation card and reference the calculation card in the allowance element formula.

C.

Create a balance feed to feed the salary balance to the car allowance element.

D.

Reference the database item and appropriate dimension for the salary balance in the allowance element formula.

Answer: D
Explanation:

QUESTION NO: 27

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
Reference: https://learn.oracle.com/ords/launchpad/learn?page=integrating-absence-with-global-payroll&context=0:40769:40756

QUESTION NO: 28

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 are placed into suspense account

B.
No costing results are created for the person

C.
Calculation displays an error, and the person's results are not costed

D.
Costing results display a blank (null) value in the segment

Answer: A
Explanation:

QUESTION NO: 29

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.

Answer: B,C

Explanation:

QUESTION NO: 30

Where would a payroll flow task retrieve its parameter information when selecting "Bind to Flow Task Parameter"?

A.
Derives a specific value to the parameter as entered by the user

B.
Derives the value from a SQL Bind

C.
Derives the value from the context of the current flow instance

D.
Derives the value from the output of the previous task

Answer: D
Reference: https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update17d/faigp/setting-up-payroll-flow-patterns.html#FAIGP2317488

QUESTION NO: 31

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

A.
End the weekly payroll record for the worker and add a new monthly payroll record.

B.
Update the weekly payroll definition and change the calendar to a weekly frequency.

C.
Transfer the worker from the weekly payroll to the monthly payroll.

D.
Terminate the worker's assignment record associated to the weekly payroll. Create a new assignment record and associate it to the monthly payroll.

Answer: A
Explanation:

QUESTION NO: 32

What three options should be considered while defining a costing key flexfield structure?

A.
Required and Optional Segments

B.
GL Accounting key flexfield structure

C.
Value sets for the segments

D.
Cost hierarchy levels enabled to populate each cost account segment

Answer: A,C,D
Reference: https://docs.oracle.com/cd/E51367_01/globalop_gs/FAIGP/F1427204AN1E085.htm

QUESTION NO: 33

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

Answer: C
Reference: https://docs.oracle.com/cd/E60665_01/globalcs_gs/OAPAY/F1427133AN1BE47.htm

QUESTION NO: 34

If the status of a task on the checklist is "On Hold", what actions can be taken against that task?

A.
Resubmit, Rollback, and Skip

B.
Mark for Retry and Skip

C.
Resubmit, Force Resubmit, and Skip

D.
Skip, Retry, and Submit

Answer: B
Explanation:

QUESTION NO: 35

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

A.
Work Relationship and Assignment

B.
Payroll Relationship only

C.
Payroll Relationship and Assignment

D.

Assignment only

Answer: D
Explanation:

QUESTION NO: 36

Where would a payroll flow task retrieve its parameter information when selecting "Bind to Flow Parameter"?

A.
Derives the value from the output of the previous task

B.
Derives the value from the context of the current flow instance

C.
Derives the value from one of the task parameter values

D.
Derives the value from one of the flow pattern parameter values

Answer: D
Reference: https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update17d/faigp/setting-up-payroll-flow-patterns.html#FAIGP711763https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update17d/faigp/setting-up-payroll-flow-patterns.html

QUESTION NO: 37

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

Answer: B
Reference:
https://docs.oracle.com/cd/B28359_01/server.111/b28310/views001.htm#ADMIN11774

QUESTION NO: 38

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
Reference: https://docs.oracle.com/en/cloud/saas/global-human-resources/19a/fapus/setting-up-elements.html#FAPUS2756495

QUESTION NO: 39

You have completed the setup of third parties and third party payment methods for your company. However, you receive a notification that one of the third-party persons to whom an employee is making payment has changed his or her bank details.

What action should you take to rectify this?

A.

Correct the bank account details associated with the employee's personal payment method.

B.

Change the bank details on the involuntary deduction card.

C.

Search for the employee using the "Manage Third-Party Person Payment Methods" task and correct the bank details associated with the third party person.

D.

Create a new third party and attach the new bank account details.

Answer: C
Explanation:

QUESTION NO: 40

ESTION NO: 40

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.

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

QUESTION NO: 41

A worker's check has been returned to the company as it is damaged. This must be recorded in the application. What action should they take?

A.

Rollback the prepayment process for this employee.

B.

Change the check payment status from paid to cancelled.

C.

Change the check payment status from paid to void.

D.

Delete the check payment payment result.

Answer: C
Explanation:

QUESTION NO: 42

You want to give a user access to run a specific shipped payroll process or report.

Which three actions should you perform?

A.

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.

B.

Give the user the functional privilege to run the specific process or report through a job or abstract role.

C.

Enable the process or report on the Manage Payroll Flow Pattern page.

D.

Regenerate the data role attached to the user.

Answer: A,C,D
Explanation:

QUESTION NO: 43

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

A.
Rollback

B.
Mark for Retry

C.
Re Process

D.
Skip

Answer: B
Reference: https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update17d/oapay/calculate-validate-and-balance-payroll.html#OAPAY774631

QUESTION NO: 44

You have run payroll process and need to validate and audit the run results before moving on to processing the payment. Which report helps you in diagnosing the results?

A.
Payroll Activity Report

B.
Balance Exception Report

C.
Payroll Data Validation Report

D.
Payroll Balance Report

Answer: A
Reference: https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update17d/oapay/calculate-validate-and-balance-payroll.html#OAPAY775957https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-

update17d/oapay/calculate-validate-and-balance-payroll.html

QUESTION NO: 45

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

Answer: A
Explanation:

QUESTION NO: 46

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

A.
Modify a copy of the seeded payslip template and use it in a copy of the seeded payslip report

B.
Rename the seeded Payslip report and edit the content within the seeded template

C.
Payslips cannot be configured and must be built from the beginning

D.
Open the seeded Payslip report and edit the template

Answer: B
Explanation:

QUESTION NO: 47

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 zero value and a warning message is displayed

B.
The element gets processed with prorated value

C.
The element gets processed with full value

D.
The element does not get processed because it gets end dated before the standard earning date and proration is not enabled on this element

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

QUESTION NO: 48

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.

Answer: A
Explanation:

QUESTION NO: 49

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.

Create an information element with an input value to store the maximum number of payment methods allowed.

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.

It is not possible to implement this type of restriction the application.

D.

Remove the "Manage Personal Payment Method" privilege from the employee role, so that employees cannot create personal payment methods.

Answer: B
Reference: https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update17d/faigp/setting-up-payment-methods.html#FAIGP1941904

QUESTION NO: 50

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.

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

QUESTION NO: 51

A court has issued an order for deductions to be taken from a worker's salary and paid to an ex-spouse. The court order includes instructions for the company to make payments directly to the ex-spouse and has included their bank details.

How should you enter these details into the application?

A.
Enter the bank details on personal payment methods page

B.
Enter the bank details on the manage third-party person payment methods page

C.
This requirement cannot be met in cloud payroll; all such payments should be sent to the court

D.

Enter the bank details on a third-party organization page

Answer: B

Explanation:

QUESTION NO: 52

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

Answer: B

Explanation:

QUESTION NO: 53

Where do you define a custom schedule to be used during payroll flow submission?

A.

Within Manage Run Types, create a schedule of the category "Normal".

B.

Within Manage Time Definitions, create a schedule using the type "Time Span".

C.

Within Manage Flow Patterns, create a custom schedule and associate it with the flow pattern.

D.

Within Manage Fast Formula, create a formula that defines the required schedule.

Answer: D
Explanation:

QUESTION NO: 54

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 is for informational purposes only

B.
The cut-off date triggers the automatic submission of the payroll calculation

C.
The application restricts Payroll users from entering data after the payroll cut-off date

D.
The application restricts HR users from entering data after the payroll cut-off date

Answer: B
Explanation:

QUESTION NO: 55

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

A.
Element Eligibility, Payroll, Department, Job or Position, Person, Element Entry

B.
Payroll, Element Eligibility, Department, Job, Position, Person Person Element, Element Entry

C.

Payroll, Department, Job or Position, Element Eligibility, Person, Element Entry

D.
Payroll, Person Element Entry, Department, Job or Position, Person, Element Eligibility

Answer: B
Explanation:

QUESTION NO: 56

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 process from the Time and Labor work area.

B.
Import element entries using the Batch Loader task in the Payroll Administration work area.

C.
Import time card entries by submitting the Load Time Card Batches process from the Payroll Checklist or Payroll Administration work areas.

D.
Import time entries using the Batch Loader task in the Payroll Administration work area.

Answer: C
Reference: https://docs.oracle.com/en/cloud/saas/applications-common/r13-
update17d/faihm/time-absence-and-pension-data-for-payroll.html#FAIHM1628075

QUESTION NO: 57

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.
Retry

C.
Delete Records

D.
Mark for Retry

Answer: A
Explanation:

QUESTION NO: 58

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.
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.

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

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

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

Answer: C
Explanation:

QUESTION NO: 59

If you encounter errors after transferring the batch using the Load Initial Balances process, what must you do?

A.
Correct the errors, create a new batch, validate and transfer the batch again

B.
Correct the errors, delete the batch, create a new batch, validate and transfer the batch again

C.
Perform a rollback, correct the errors, create a new batch, validate and transfer the batch again

D.
Undo the batch, correct the errors, validate and transfer the batch again

Answer: D
Explanation:

QUESTION NO: 60

Your customer is using HCM cloud Absences Management.

Where is the absence information passed from absences to payroll held in the application?

A.
Absence information is not passed from cloud absences to cloud payroll

B.
Input values

C.
User-defined tables

D.
Calculation Card

Answer: B
Explanation:

QUESTION NO: 61

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 Patterns. Then select "Delete" from the actions menu.

B.
From Manage Payroll Flow Patterns task, search for your flow and select "Delete" from the actions menu.

C.
You cannot delete flow patterns.

D.
Ensure all tasks are deleted and then from Manage Payroll Flow Patterns task, search for your flow and select "Delete" from actions menu.

Answer: B
Explanation:

QUESTION NO: 62

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

Answer: A

Explanation:

QUESTION NO: 63

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.

Answer: D
Explanation:

QUESTION NO: 64

If you create an overtime element with a category of "Timecard", on which input will the overtime hours be held?

A.
Overtime hours will be captured in the "Hours Calculated" input value

B.
An element with "Timecard" category does not create any input values

C.
Overtime hours will be captured in the "Hours" input value

D.
Overtime hours will be captured in the "Hours Worked" input value

Answer: D
Reference: https://docs.oracle.com/cd/E18727_01/doc.121/e13521/T83865T412442.htm

QUESTION NO: 65

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.

Answer: A
Explanation:

QUESTION NO: 66

STION NO: 66

Which statement accurately describes how you create a tax reporting unit (TRU)?

A.
When you identify a legal entity as a payroll statutory unit, the application transfers the legal reporting units that are associated with that legal entity to HCM as tax reporting units.

B.

You can identify a legal entity as a tax reporting unit.

C.

When you identify a legal entity as a legal employer, the application transfers the legal reporting units that are associated with that legal employer to HCM as tax reporting units.

D.

If you identify a legal entity as a payroll statutory unit, you will have the option to identify the payroll statutory unit as a tax reporting unit.

Answer: A
Explanation:

QUESTION NO: 67

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.

Alter the sequence of the elements on the element entries page.

C.

Set the effective process priority within the element entries page.

D.

Set the priority of the element on the element definition page.

Answer: D
Reference: https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update17d/oapay/calculate-validate-and-balance-payroll.html#OAPAY773683

QUESTION NO: 68

ION NO: 68

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.

Answer: B
Reference: https://docs.oracle.com/en/cloud/saas/global-human-resources/18b/faigp/setting-up-elements.html#FAIGP792616

QUESTION NO: 69

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.

Create balance feeds for each element belonging to regular earnings and supplemental earnings classifications.

B.

This requirement cannot be met because a balance cannot be fed by elements from more than one element classification.

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 but ensure the number of feeds does not exceed 250.

Answer: C

Explanation:

QUESTION NO: 70

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

B.

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

C.

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

D.

You write a skip rule with the condition so that the element is not processed when the condition is satisfied.

Answer: A

Reference:

https://docs.oracle.com/cd/E60665_01/globalcs_gs/FAGPI/FAGPI1635416.htm#FAGPI1511389