

Oracle.1Z0-1050-21.v2022-04-06.q29

Exam Code:	1Z0-1050-21
Exam Name:	Oracle Payroll Cloud 2021 Implementation Essentials
Certification Provider:	Oracle
Free Question Number:	29
Version:	v2022-04-06
# of views:	978
# of Questions views:	290
https://www.freepdfdumps.com/Oracle.1Z0-1050-21.v2022-04-06.q29.html	

NEW QUESTION: 1

You defined the department costing information after the Calculate Payroll process is run that creates the costing results also. You noticed that the department costing information is not created for the employees who are in that department.

What should you do to ensure the department costing information is reflected for those employees without rolling back and rerunning the Calculate Payroll?

- A. You run the Calculate Retroactive Costing process to recalculate costs for retroactive changes to costing setups.
- B. You cannot rectify the costing results after they are created.
- C. You roll back only the costing process and rerun it.
- D. You do the adjustments in General Ledger because you cannot do changes in the costing results.

Answer: A (LEAVE A REPLY)

NEW QUESTION: 2

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

Which costing levels are considered while building cost account?

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

Answer: C (LEAVE A REPLY)

NEW QUESTION: 3

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. You cannot meet the requirement as you cannot create element eligibility using grade as the eligibility criteria.

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 the element eligibility as an Open Eligibility and create an element entry only for employees with grades C3 and C4.

D. Define multiple element eligibilities using grade C3 and C4.

Answer: [\(SHOW ANSWER\)](#)

NEW QUESTION: 4

Which is the correct cost hierarchy used to build each account segment?

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

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

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

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

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

NEW QUESTION: 5

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

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

B. Derives the value from a SQL Bind

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

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

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

NEW QUESTION: 6

You have an earnings element with the latest entry date as "Last Standard Earning Date" without Proation 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: 7

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 payrollprocessing?

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

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

C. The cut-off date is for informational purposes only.

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

Answer: C (LEAVE A REPLY)

NEW QUESTION: 8

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 salary element.

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

D. Retropay has not been enabled on the bonus element.

Answer: C,D (LEAVE A REPLY)

NEW QUESTION: 9

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. Group

C. Active Users

D. User

Answer: (SHOW ANSWER)

NEW QUESTION: 10

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

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

NEW QUESTION: 11

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

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

NEW QUESTION: 12

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.** Only attach organization payment methods of type EFT to the employees' payroll.
- B.** Create a formula to restrict payment types available to employees and attach it to the payroll user interface configuration user-defined table.
- C.** Create an information element, with an input value to store the payment types available to employees.
- D.** Disable the payment type field from the personal payment method page.

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

NEW QUESTION: 13

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

Answer: [\(SHOW ANSWER\)](#)

NEW QUESTION: 14

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

- A. Rename the seeded Payslip report and edit the content within the seeded template.
- B. Payslips cannot be configured and must be built from the beginning.
- 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: [A \(LEAVE A REPLY\)](#)

NEW QUESTION: 15

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 should the task statuses that are supported?

- A. Error, Warning, Complete, In Progress
- B. Error, Warning, Complete
- C. All statuses
- D. Error or Warning

Answer: [\(SHOW ANSWER\)](#)

NEW QUESTION: 16

You have a requirement to restrict the entry on an input value such that the entered value is greater than 30 but less than 50. How do you achieve this?

- A. In the element definition, enter minimum and maximum for the input value.
- B. Create a validation formula and attach it at the element level to validate the minimum and maximum of the input value at the time of entry.
- C. Create a validation formula and attach it at the element input value level to validate the minimum and maximum of the input value at the time of entry.
- D. Create a validation formula and attach it at the element eligibility level to validate the minimum and maximum of the input value at the time of entry.

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

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NEW QUESTION: 17

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 Activity Report
- B. Payroll Balance Report
- C. Payroll Register Report
- D. Payment Register Report

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

NEW QUESTION: 18

Which costing levels can you enter for an offset account?

- A. Department
- B. Job
- C. Position
- D. Element Eligibility

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 19

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. Create one organization payment method with two payment sources and configure the usage for each payment source within the payment method rules table.
- B. Ensure you run the prepayments process separately for your employees and your third parties.
- C. Create two personal payment methods for each of your employees: one for their salary payments and one for their third-party payments.
- D. Write a formula to select the correct bank account for employees and third parties.

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

NEW QUESTION: 20

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. The unit of measure for the input value should be Number.
- D. This is a bug in the application.

Answer: [\(SHOW ANSWER\)](#)

NEW QUESTION: 21

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. Reference the database item and appropriate dimension for the salary balance in the allowance element formula.
- D. Create a balance feed to feed the salary balance to the car allowance element.

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

NEW QUESTION: 22

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

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

- A. It depends on the customer's payroll statutory unit and taxreporting structure.
- B. The payroll relationship will be ended and a new relationship is created.
- C. It depends on the customer's payroll statutory unit and legal employer structure.
- D. There is no impact.

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

NEW QUESTION: 23

Which legislative data group (LDG) description is incorrect?

- A. An LDG can contain many legal entities that act as payroll statutory units.
- B. An LDG is associated with a legislative code and currency.
- C. An LDG can be associated to multiple cost allocation key flexfield structures.
- D. An LDG marks a legislation in which payroll is processed.

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

NEW QUESTION: 24

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 Worked" 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 Calculated" input value.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 25

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. Work relationship records
- D. Payroll definition

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

NEW QUESTION: 26

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 27

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

- A. Active. Flow Pattern Submission
- B. Active. Process. Report, or Payroll Flow
- C. Active. Process ofReport
- D. Active. Payroll Flow

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

NEW QUESTION: 28

When a customer runs a payroll, it creates payroll run actions for all workers included in theprocess.

On which employment record are the process actions created?

- A. Assignment, Work Relationship
- B. Payroll Relationship only

- C. Assignment only
- D. Assignment, Payroll Relationship

Answer: B (LEAVE A REPLY)

NEW QUESTION: 29

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

Answer: C,D (LEAVE A REPLY)

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