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Exam : **1z1-1050**

Title : Oracle Payroll Cloud 2019
Implementation Essentials

Vendor : Oracle

Version : DEMO

NO.1 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.** you cannot distribute the costs of an element.
- C.** Create a distribution group with earnings elements and create the distributed costing on relationship level 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: C

NO.2 Which statement accurately describes how you create a tax reporting unit (TRU)?

- A.** 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.
- B.** 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.
- C.** You can identify a legal entity as a tax reporting unit.
- 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: B

NO.3 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.** This requirement cannot be met in cloud payroll; all such payments should be sent to the court.
- B.** Enter the bank details on a third-party organization page.
- C.** Enter the bank details on personal payment methods page.
- D.** Enter the bank details on the manage third-party person payment methods page.

Answer: D

NO.4 If you create an overtime element with a category of "Timecard", on which input will the overtime hours be held?

- A.** An element with "Timecard" category does not create any input values.
- B.** Overtime hours will be captured in the "Hours Worked" input value.
- C.** Overtime hours will be captured in the "Hours Calculated" input value.
- D.** Overtime hours will be captured in the "Hours" input value.

Answer: D

NO.5 Where would a payroll flow task retrieve its parameter information when selecting "Bind to Flow Task Parameter"?

- A.** Derives the value from the context of the current flow instance

- B. Derives a specific value to the parameter as entered by the user
- C. Derives the value from a SQL Bind
- D. Derives the value from the output of the previous task

Answer: D

NO.6 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 period to one cost center only.

Which two options achieve this requirement?

- A. You cannot achieve this because the cost center is automatically picked up from the manage department costing.
- B. Define the Person - Payroll Relationship level costing with the required cost center so that all costs are changed to the same cost center.
- C. Define payroll costing with the cost center required.
- D. Define element entry level costing for all elements for this person with the required cost center.

Answer: D

NO.7 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. A cash payment request will be sent to accounts payable, and the employee will be paid in cash.
- D. They won't receive payment until they have created a personal payment method.

Answer: A

NO.8 What are three important considerations when you create your batch data to initialize employee balances?

- 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 include all balances for one employee within one batch.
- D. You must initialize balances before you run any payroll processes.

Answer: A,C,D