[2022 Verified 1Z0-1050-21 Dumps Q&As - 1 Year Free & Quickly Updates [Q12-Q33
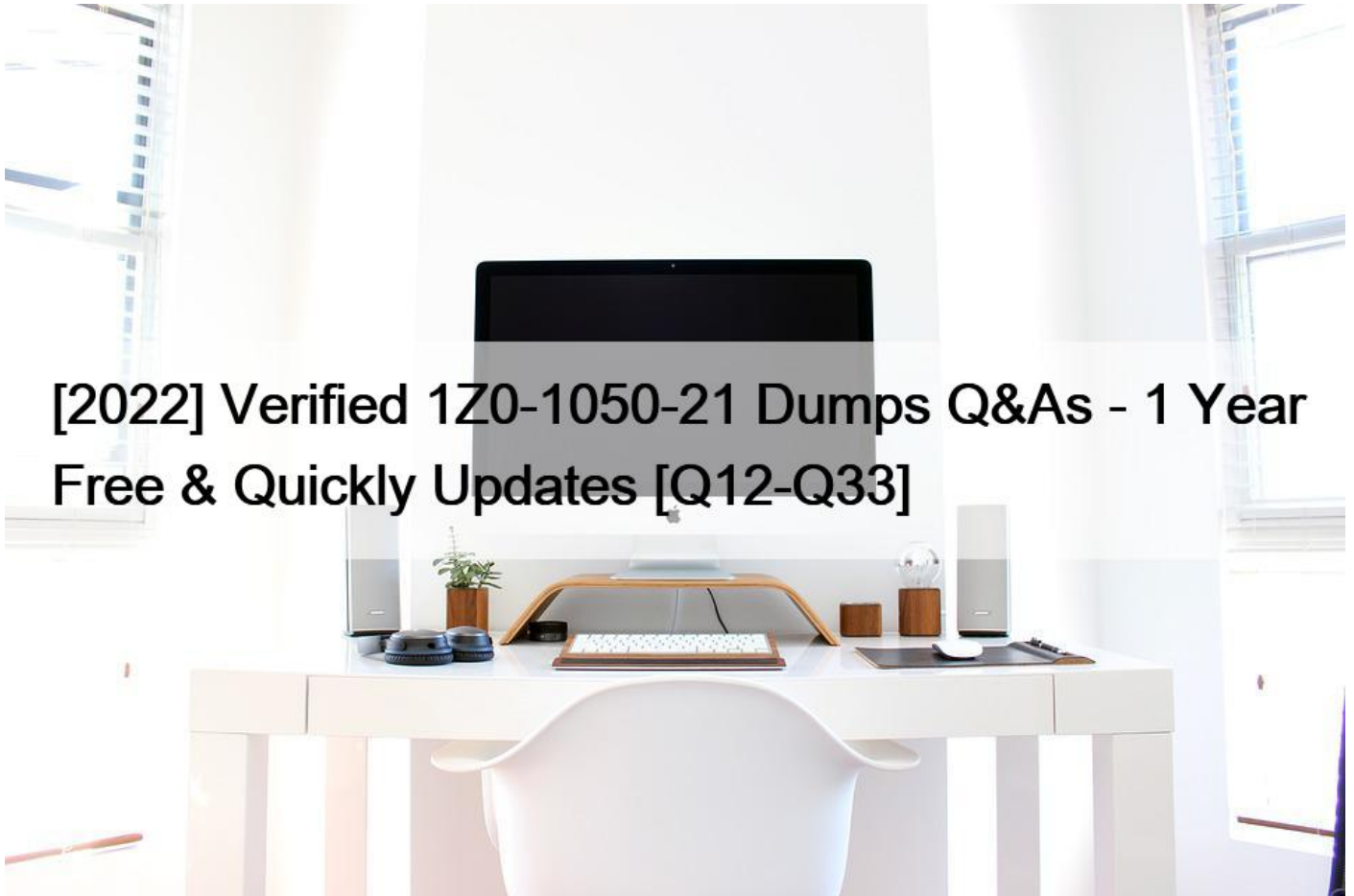

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NO.12 In order to load balance initialization data, you may load batch headers and batch lines into HCM Cloud using which two named methods? (Choose two.)
* Using WebCenter Content to load the batch data by importing a text file and running the Load Batch from File process
* Using the Payroll Batch Loader spreadsheet to manually enter batch data
* Using the HCM Data Loader to create batch data
* Using the Create New Balances for Employees task in Functional Setup Manager

NO.13 A line manager has hired aworker 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?
* Manage Work Relationship > Work Relationship Record
* Manage Work Relationship > Assignment Record
* Manage Payroll Relationship > Assignment Record
* Manage Payroll Relationship > Payroll Relationship Record

NO.14 You have run the payroll calculation and several workershave an error status.

What action should you take to remove the payroll calculation results for all workers?
* Delete Records
* Rollback
* Retry
* Mark for Retry

NO.15 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?
* Navigate to the Document of Records (DOR) and override the payslip availability date for the impacted employees.
* Create a payroll object group for the impacted workers and enter the overriding payslip availability date when submitting the payroll run.
* It is not possible to override the payslip availability date for a subset of workers.
* Using the payroll time definition, override the payslip availability date for the impacted workers.

NO.16 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?
* Active Users
* All
* Group
* User

NO.17 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?
* The element getsprocessed with full value.
* The element gets processed with prorated value.
* The element does not get processed with because it gets end dated before the standard earning date and proratio is not enabled on this element.
* The element gets processed with zero value and a warning message is displayed.
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

NO.18 You notice that the Cost Center segment, which is defined using Manage Department Costing, has not been populatedfor an element in the costing results.

What are two reasons for this?
* There is no costing option defined for the element.
* The costing type is defined as Distributed for the element.
* Element is at Payroll relationship level and the costing type isdefined as “Costed”.
* The costing type on the element is defined as “Fixed Costed”.

NO.19 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?
* The earnings element template always creates “Pay Value” as the input value.
* The selected extension in Manage Features by Country or Territory was set to “Human Resources or None”.
* The selected extension in Manage Features by Country or Territory was set to “Payroll”.
* The selected extension in Manage Features by Country or Territory was set to “Payroll Interface”.

NO.20 Which option represents the costing hierarchy necessary to build a cost account when the element costing is defined withcosting type as “Costed”?
* Element Eligibility, Payroll, Department, Job or Position, Person, Element Entry
* Payroll, Department, Job or Position, Element Eligibility, Person, Element Entry
* Payroll, Element Eligibility, Department, Job, Position, Person Person Element, Element Entry
* Payroll, Person Element Entry, Department, Job or Position, Person, Element Eligibility

NO.21 What is the maximum number of segments that a cost allocation key flexfield can have?
* 15
* 30
* 25
* 10
* 20

NO.22 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?
* End date the element definition.
* Change the effective date to the required date and select the “Closed for entry” check box.
* You cannot achieve this requirement because you need to continue the existing element entries.
* Delete the element definition and re-create it with a different effective date.

NO.23 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 thatdepartment.

What should you do to ensure the department costing information is reflected for those employees without rolling back and rerunning the Calculate Payroll?
* You roll back only the costing process and rerun it.
* You run the Calculate Retroactive Costing process to recalculate costs for retroactive changes to costing setups.
* You cannot rectify the costing results after they are created.
* You do the adjustments in General Ledger because you cannot do changes in the costing results.

NO.24 If you encounter errors after transferring the batch using the Load Initial Balances process, what must you do?
* Undo the batch, correct the errors, validate and transfer the batch again.
* Correct the errors, create a new batch, validate ant transfer the batch again.
* Perform a rollback, correct the errors, create a new batch, validate and transfer the batch again.
* Correct the errors, delete the batch, create a new batch, validate and transfer the batch again.

NO.25 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?
* Create the costing of type “Costed” and because it is a relationship level element, it automatically distributes the

costs over earnings elements.

* Create a distribution group with earnings elements and create the distributed costing on relationship level element.

* you cannot distribute the costs of an element.

* Create the costing as Fixed Costed on payroll relationship level element, because theelement is at relationship level. It automatically distributes costs for earnings elements, which are at assignment level.

NO.26 Which two seed job roles have access to the Setup and Maintenance work area andcan access all payroll setup tasks? (Choose two.)

* Application Implementation Consultant

* Payroll Interface Coordinator

* Payroll Administrator

* Payroll Manager

NO.27 Your customer isusing 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.)

* Create your absence elements

* Create an Absence Calculation Card to store the absence details

* Create element eligibility for each absence element

* Manually enter the absence units in the employees’ element entry

NO.28 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?

* Remove the “ManagePersonal Payment Method” privilege from the employee role, so that employees cannot create personal payment methods.

* Create a formula to define the maximum number of payment methods allowed, ant attach it to the payroll user interface configuration user defined table.

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

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

NO.29 You have a 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?

* You cannot meet this requirement because the costs are automatically apportioned to the respective departments.

* You create the costing with distributed option.

* You create the costing with “Costed” option on tax element.

* You create Fixed Costing on tax deduction element.

NO.30 If the status of a task on the checklist is “On Hold”, what actions canbe taken against that task?

* Mark for Retry

* Skip, Retry, and Submit

* Resubmit, Force Resubmit, and Skip

* Resubmit, Rollback, and Skip

NO.31 Where would a payroll flow task retrieve its parameter information when selecting “Bind to Flow Parameter”?

* Derives the value from the output of the previous task

* Derives the value from one of the flow pattern parameter values
* Derives the value from one of the task parameter values
* Derives the value from the context of the current flow instance

NO.32 What are three important considerations when you create your batch data to initialize employee balances?
* You must use the same date for all batch detail lines.
* You must create your batches by Legislative Data Group.
* You must include all balances for one employee within one batch.
* You must initialize balances before you run any payroll processes.

NO.33 You have a requirement to restrict the entry on an input value such that theentered value is greater than 30 but less than 50. How do you achieve this?
* 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.
* 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.
* In the element definition, enter minimum and maximum for the input value.
* Create a validation formula and attach it at the elementinput value level to validate the minimum and maximum of the input value at the time of entry.

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