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QUESTION & ANSWERS

QUESTION: 1

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?

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

Correct Answer: D

QUESTION: 2

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Oracle 1Z0-1050-24 Exam Syllabus Topics:

Topic	Details
Topic 1	Describing Payroll Concepts: This section of the exam measures the skills of Payroll Specialists and covers foundational payroll concepts, including human resources and payroll person models. It also explains legislative data groups and payroll statutory units, which are essential for managing compliance and organizational structures. Additionally, this section includes creating payroll users and roles to ensure proper access and security within the payroll system.

Topic 2	Defining Payroll Costing Rules: This section evaluates the skills of Cost Accountants in setting up payroll costing rules. It includes configuring the Payroll Cost Flexfield, setting up various types of costing, and transferring data to subledger accounting for posting to the general ledger. These tasks ensure accurate financial reporting and cost allocation.
Topic 3	Configuring Payroll Payment Details: This section is designed for Payroll Administrators and focuses on setting up payment details for employees and third parties. It includes adding company payment details, configuring payslip reports, and ensuring accurate payment processing. These tasks are essential for delivering accurate and timely payments to employees and external entities.
Topic 4	Configuring Payroll and Balance Definitions: This section evaluates the expertise of Payroll Analysts in setting up and managing payroll definitions and balance definitions. It includes configuring payroll definitions, editing payment dates, and ensuring accurate balance calculations. These tasks are critical for maintaining payroll accuracy and compliance with organizational and legal requirements.
Topic 5	Defining Earnings and Deductions: This section measures the skills of Compensation Analysts in creating and managing earnings and deduction elements. It covers the behavior of elements, creating element entry business rules, and configuring absence elements. Additionally, it includes adding eligibility rules for elements and creating rules for retroactive changes, ensuring accurate and timely payroll processing.
Topic 6	Maintaining Payroll Flows: This section is designed for Payroll Managers and focuses on maintaining and submitting payroll flows. It ensures that payroll processes are executed smoothly and efficiently, from data entry to final payroll submission. This section is critical for ensuring timely and accurate payroll processing.

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Oracle Payroll Cloud 2024 Implementation Professional Sample Questions (Q68-Q73):

NEW QUESTION # 68

The element template has created a "Results" element for a voluntary deduction element along with the base element. Which element is referenced here?

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

Answer: D

Explanation:

Comprehensive and Detailed in Depth Explanation:

In Oracle Payroll Cloud, when an element template is used to create a voluntary deduction element, it generates multiple related elements, including a "Base" element and a "Results" element. The "Results" element specifically stores the outcome of the payroll calculation for that deduction (e.g., the amount deducted). The question highlights that a "Results" element is created alongside the base element, making "Results element" (D) the correct reference. The "Distributor element" (A) and "Calculator element" (C) are not standard outputs of a voluntary deduction template, while "Base element" (B) is a separate component. This is explained in the Oracle documentation under "Element Templates and Results."

NEW QUESTION # 69

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. It is not possible to implement this type of restriction within the application.
- C. Remove the "Manage Personal Payment Method" privilege from the employee role, so that employees cannot create personal payment methods.
- **D. Create a formula to define the maximum number of payment methods allowed, and attach it to the payroll user interface configuration user defined table.**

Answer: D

NEW QUESTION # 70

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 application restricts HR users from entering data after the payroll cut-off date.
- C. The application restricts Payroll users from entering data after the payroll cut-off date.
- D. The cut-off date triggers the automatic submission of the payroll calculation.

Answer: A

Explanation:

In Oracle Payroll Cloud, the cut-off date for a payroll period (e.g., set to five days before the period end date) is designed as a reference point for payroll administrators. It serves as an informational guideline to indicate when data entry should ideally be completed to ensure timely payroll processing (Option B). It does not enforce system-level restrictions on data entry by Payroll users (Option A) or HR users (Option D), nor does it automatically trigger payroll calculation (Option C). The cut-off date's primary purpose is to assist in planning and communication, leaving actual data entry controls to user roles and process deadlines rather than system-enforced locks. This is clarified in Oracle's payroll configuration documentation.

NEW QUESTION # 71

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

- A. Mark for Retry
- **B. Skip, Retry, and Submit**
- C. Resubmit, Rollback, and Skip
- D. Resubmit, Force Resubmit, and Skip

Answer: B

Explanation:

Comprehensive and Detailed in Depth Explanation:

In Oracle Payroll Cloud, when a task on a checklist is "On Hold," the available actions are "Skip" (bypass the task), "Retry" (attempt reprocessing), and "Submit" (move forward with the flow). This status typically indicates a pause awaiting manual intervention or correction, and these actions allow flexibility in resolving it. Options A and B include "Resubmit" or "Rollback," which apply to broader flow actions, not a single "On Hold" task, and Option D ("Mark for Retry") is a preparatory step, not a direct action. This is covered in the "Payroll Checklist Management" section.

NEW QUESTION # 72

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. There is no costing option defined for the element.**
- B. The costing type on the element is defined as "Fixed Costed".
- **C. The costing type is defined as Distributed for the element.**

- D. Element is at Payroll relationship level and the costing type is defined as "Costed".

Answer: A,C

NEW QUESTION # 73

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