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Oracle 1Z0-1050-24

Oracle Payroll Cloud 2024 Implementation Professional

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Oracle 1Z0-1050-24 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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 2	<ul style="list-style-type: none"> • 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.
Topic 3	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Calculating, Validating, and Correcting Payroll Processes: This section evaluates the skills of Payroll Auditors in calculating, verifying, and correcting payroll processes. It includes confirming the status of payroll flows, verifying costing results, and reconciling payroll data. These tasks are essential for ensuring payroll accuracy and compliance with organizational and legal standards.
Topic 5	<ul style="list-style-type: none"> • 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.

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Oracle Payroll Cloud 2024 Implementation Professional Sample Questions (Q25-Q30):

NEW QUESTION # 25

Your customer's requirement is to pay employees within each of their three business units from a different bank account. Which three setup steps should you complete? (Choose three.)

- **A. Create one organization payment method with three payment sources and define three payment method rules based on each business unit**
- **B. Write a formula to retrieve the employees' business unit details**
- **C. Create three organization payment methods each with a different payment source**
- D. Create a Default Payer Element with a Payment Criteria input value

Answer: A,B,C

Explanation:

Comprehensive and Detailed in Depth Explanation:

To pay employees in three business units from different bank accounts in Oracle Payroll Cloud, you need: (1) "Create three organization payment methods each with a different payment source" (A) to define distinct bank accounts; (2) "Write a formula to retrieve the employees' business unit details" (C) to dynamically assign payment methods based on business unit; and (3) "Create one organization payment method with three payment sources and define three payment method rules based on each business unit" (D) to link the payment sources to business units via rules. Option B (Default Payer Element) is unrelated to this requirement. This is detailed in the "Payment Methods Setup" section.

NEW QUESTION # 26

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. Create a formula to restrict payment types available to employees and attach it to the payroll user interface configuration user-defined table.**
- B. Only attach organization payment methods of type EFT to the employees' payroll.
- 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: A

Explanation:

In Oracle Payroll Cloud, to restrict employees to creating personal payment methods of type EFT only, you need to control the available options dynamically. The recommended step is to create a fast formula that restricts payment types to EFT and attach it to the payroll user interface configuration user-defined table (Option B). This formula filters the payment type list on the personal payment method page, ensuring only EFT is selectable. Option A (information element) is unrelated to payment method restrictions. Option C (attaching only EFT organization methods) limits payroll processing but doesn't restrict employee-level setup. Option D (disabling the field) removes flexibility entirely, which isn't the requirement. Oracle documentation supports using formulas for UI restrictions.

NEW QUESTION # 27

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?

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

Answer: B

Explanation:

In Oracle Payroll Cloud, incomplete flows on the payroll dashboard indicate that a payroll process (e.g., Calculate Payroll) has not fully completed due to errors or interruptions. To resolve this and remove the flow from the dashboard, the recommended action is to rollback all tasks from the Payroll Calculation Work Area (Option B). Rolling back the tasks reverses the incomplete process, allowing users to address any issues (e.g., data errors) and resubmit the flow. Option A (skip all tasks) does not resolve the underlying issue and leaves the flow incomplete. Option C (complete flow action) is not a valid action for an incomplete flow, as completion requires successful task execution. Option D (delete flow action) is not applicable, as flows cannot be arbitrarily deleted from the dashboard without proper resolution. The rollback action ensures data integrity and is the standard approach per Oracle documentation.

NEW QUESTION # 28

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

Answer: C

NEW QUESTION # 29

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

Answer: A

NEW QUESTION # 30

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