

# 1Z0-1050-24 Exam Preparatory: Oracle Payroll Cloud 2024 Implementation Professional & 1Z0-1050-24 Test Questions



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## Oracle 1Z0-1050-24 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>Managing Employee Level Payroll Information: This section measures the expertise of HR Payroll Coordinators in managing employee-specific payroll data. It includes adding element entries, bank account details, and payroll frequency details for employees. Additionally, it covers managing absences, initializing payroll balances, and ensuring accurate costing for individuals.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 4	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 5	<ul style="list-style-type: none"><li>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.</li></ul>

Topic 6	<ul style="list-style-type: none"> <li>• <b>Maintaining Payroll Flows:</b> 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.</li> </ul>
Topic 7	<ul style="list-style-type: none"> <li>• <b>Configuring Payroll Payment Details:</b> 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.</li> </ul>

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## Oracle Payroll Cloud 2024 Implementation Professional Sample Questions (Q56-Q61):

### NEW QUESTION # 56

Which statement accurately describes how you create a tax reporting unit?

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

Explanation:

In Oracle Payroll Cloud, a tax reporting unit (TRU) is created as part of the payroll statutory unit (PSU) setup. When a legal entity is identified as a PSU, the application automatically transfers its associated legal reporting units (LRUs) to HCM as TRUs (Option A). This ensures tax reporting aligns with the legislative requirements of the PSU. Option B is incorrect, as there's no optional step to designate the PSU as a TRU-it's automatic. Option C (directly identifying a legal entity as a TRU) bypasses the PSU linkage, which is not supported. Option D (legal employer) is inaccurate, as TRUs are tied to PSUs, not legal employers. Oracle documentation confirms this automatic transfer process.

### NEW QUESTION # 57

Which delivered report can be used to verify the details of all payments made to third-parties?

- A. Payment Register Report
- B. Third-Party Invoice Listing
- C. Payroll Activity Report
- **D. Third-Party Payment Register**

**Answer: D**

### NEW QUESTION # 58

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 a distribution group with earnings elements and create the distributed costing on relationship level element.
- B. Create the costing of type "Costed" and because it is a relationship level element, it automatically distributes the costs over earnings elements.
- C. 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.
- D. you cannot distribute the costs of an element.

**Answer: A**

#### NEW QUESTION # 59

How should you change the order of the task displayed within the payroll flows checklist?

Response:

- A. Amend the task sequence on the task sequencing page.
- B. Amend the sequence of the tasks within the task definition page.
- C. Amend both the task sequence on the task sequencing page and the sequence within the edit task details page.
- D. Amend both the sequence of the tasks on the task definition page and the task

**Answer: C**

#### NEW QUESTION # 60

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?

- A. You create the costing with distributed option.
- B. You create Fixed Costing on tax deduction element.
- C. You cannot meet this requirement because the costs are automatically apportioned to the respective departments.
- D. You create the costing with "Costed" option on tax element.

**Answer: B**

#### NEW QUESTION # 61

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