

# 1Z0-1050-24 New Test Materials & 1Z0-1050-24 Detail Explanation



**Oracle**  
**1Z0-1050-24**  
**Oracle Payroll Cloud 2024 Implementation Professional**  
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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	<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>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.</li></ul>

Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 4	<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>

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## Oracle Payroll Cloud 2024 Implementation Professional Sample Questions (Q24-Q29):

### NEW QUESTION # 24

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

**Answer: B,C,D**

### NEW QUESTION # 25

Your customer pays their workers on a semi-monthly payroll frequency. To save costs, the customer is changing their company policy and effective from 1st January, all workers will be paid on a monthly payroll frequency.

What action should you take to implement this change?

- A. Create a new monthly payroll definition and transfer the workers from the semi-monthly payroll to the monthly payroll.**
- B. Navigate to the semi-monthly payroll and update the Start and End Dates on the payroll time periods to reflect the new monthly payroll period dates.
- C. Navigate to the semi-monthly payroll and update the Date Paid field on the payroll time periods to reflect the new monthly payment dates.
- D. Create a new monthly payroll definition, and date the workers employment records associated with the semi-monthly payroll, create new employment records for the workers and associate these to the monthly payroll.

**Answer: A**

### NEW QUESTION # 26

A customer's organization has a grade structure with four grades - C1, C2, C3, and C4. You have a car allowance element, which is at Assignment level, for which only the employees with grade C3 and C4 are eligible. You should not be able to create an element entry for employees with grades C1 and C2. How do you define the element eligibility for Car Allowance element?

- A. Define multiple element eligibilities using grade C1, C2, C3, and C4, but create an element entry only for employees with grades C3 and C4.
- B. You cannot meet the requirement as you cannot create element eligibility using grade as the eligibility criteria.
- C. Define the element eligibility as an Open Eligibility and create an element entry only for employees with grades C3 and C4.
- D. Define multiple element eligibilities using grade C3 and C4.

**Answer: D**

Explanation:

In Oracle Payroll Cloud, element eligibility can be defined using criteria such as grade to restrict who can receive an element. For the car allowance element at the Assignment level, where only grades C3 and C4 are eligible, you should define multiple element eligibilities specifically for grades C3 and C4 (Option B). This setup ensures that the system only allows element entries for employees in these grades, preventing entries for C1 and C2 at the assignment level. Option A is incorrect, as grade is a valid eligibility criterion. Option C (defining eligibility for all grades) defeats the purpose of restricting C1 and C2. Option D (Open Eligibility) allows entries for all grades unless manually controlled, which does not meet the requirement. Oracle's element eligibility framework supports this grade-based restriction.

#### NEW QUESTION # 27

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?

- A. End date the element definition.
- B. Change the effective date to the required date and select the "Closed for entry" check box.
- C. You cannot achieve this requirement because you need to continue the existing element entries.
- D. Delete the element definition and re-create it with a different effective date.

**Answer: B**

#### NEW QUESTION # 28

You need to associate a worker to your customer's weekly payroll but the payroll field only displays values for the monthly and by-weekly payrolls.

Which two issues are the source of problem? (Choose two.)

- A. The weekly payroll has not been created in the worker's legislative data group.
- B. You do not have the Manage Payroll Definition duty role.
- C. Your data role does not include a payroll security profile that includes the weekly payroll.
- D. The weekly payroll has not been enabled for the worker's PSU.

**Answer: B,C**

#### NEW QUESTION # 29

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