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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">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 2	<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 3	<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 4	<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 5	<ul style="list-style-type: none"> 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.
Topic 6	<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 (Q82-Q87):

NEW QUESTION # 82

Your customer's bonus payments are based on a percentage of salary. Therefore, salary must be calculated before bonus in the payroll run. How do you determine the element processing sequence within a payroll run?

- A. Set the priority of the element on the element definition page.
- B. Set the effective process priority within the element entries page.
- C. Use the default priority of the primary classification of the element.
- D. Alter the sequence of the elements on the element entries page.

Answer: A

NEW QUESTION # 83

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?

Response:

- A. The selected extension in Manage Features by Country or Territory was set to "Human Resources or None".
- B. The earnings element template always creates "Pay Value" as the input value.
- C. The selected extension in Manage Features by Country or Territory was set to "Payroll Interface".
- D. The selected extension in Manage Features by Country or Territory was set to "Payroll".

Answer: A

NEW QUESTION # 84

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

Answer: C

NEW QUESTION # 85

You have completed the setup of third parties and third-party payment methods for your company. However, you receive a notification that one of the third-party persons to whom an employee is making payment has changed his or her bank details. What action should you take to rectify this?

- A. Create a new third party and attach the new bank account details.
- B. Correct the bank account details associated with the employee's personal payment method.
- C. Change the bank details on the involuntary deduction card.
- **D. Search for the employee using the "Manage Third-Party Person Payment Methods" task and correct the bank details associated with the third-party person.**

Answer: D

Explanation:

In Oracle Payroll Cloud, third-party payments (e.g., garnishments or external payees) are managed separately from an employee's personal payment methods. When a third-party person's bank details change, the correction must be made using the "Manage Third-Party Person Payment Methods" task. This task allows you to search for the employee, locate the specific third-party person linked to their payroll, and update the bank details directly (Option B). Option A (involuntary deduction card) is incorrect because bank details for third parties are not maintained there; it's for deduction setup, not payment details. Option C (employee's personal payment method) is irrelevant, as this pertains to the employee's own payments, not third-party ones. Option D (creating a new third party) is unnecessary and inefficient, as the existing third-party record can simply be updated. This approach is outlined in Oracle's payroll payment management documentation.

NEW QUESTION # 86

Your customer is using HCM Cloud Absences. Where is the absence information passed from absences to payroll held in the application?

- A. Cloud absences to Cloud Payroll
- B. User-defined tables
- **C. Input values**
- D. Absence information is not passed from
- E. Value definitions

Answer: C

Explanation:

Comprehensive and Detailed in Depth Explanation:

In Oracle Payroll Cloud, absence information from HCM Cloud Absences is passed to payroll and stored in the "Input Values" of absence-related elements. These input values (e.g., absence hours or days) are linked to payroll elements and processed during the payroll run. Option A is vague and not a specific location, Option B is incorrect as absence data is indeed passed, Option C (user-defined tables) is not used for this integration, and Option E (value definitions) defines structure, not data storage. This integration is detailed in the "Absence and Payroll Integration" section.

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