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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"><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 2	<ul style="list-style-type: none"> <li>• <b>Defining Payroll Costing Rules:</b> 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 3	<ul style="list-style-type: none"> <li>• <b>Calculating, Validating, and Correcting Payroll Processes:</b> 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 4	<ul style="list-style-type: none"> <li>• <b>Managing Employee Level Payroll Information:</b> 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 5	<ul style="list-style-type: none"> <li>• <b>Defining Earnings and Deductions:</b> 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>

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## Oracle Payroll Cloud 2024 Implementation Professional Sample Questions (Q53-Q58):

### NEW QUESTION # 53

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

**Answer: B**

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 # 54

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

**Answer: D**

#### NEW QUESTION # 55

What are three important considerations when you create your batch data to initialize employee balances?

- **A. You must initialize balances before you run any payroll processes.**
- **B. You must include all balances for one employee within one batch.**
- **C. You must create your batches by Legislative Data Group.**
- D. You must use the same date for all batch detail lines.

**Answer: A,B,C**

#### NEW QUESTION # 56

Where would a payroll flow task retrieve its parameter information when selecting "Bind to Flow Task Parameter"?

- **A. Derives the value from the output of the previous task**
- B. Derives the value from the context of the current flow instance
- C. Derives the value from a SQL Bind
- D. Derives a specific value to the parameter as entered by the user

**Answer: A**

Explanation:

Comprehensive and Detailed in Depth Explanation:

In Oracle Payroll Cloud, when a payroll flow task is configured with "Bind to Flow Task Parameter," it retrieves its parameter value from the output of the previous task in the flow. This allows for dynamic data passing between tasks within the same flow instance, enhancing automation and dependency management. Option A (user-entered value) applies to manual inputs, not binding. Option B (SQL Bind) refers to database queries, not task outputs, and Option D (flow instance context) is less specific and not the direct source in this context. The Oracle documentation explains this under "Payroll Flow Parameters."

#### NEW QUESTION # 57

A worker's payroll frequency changes from weekly to monthly. What action should you take?

- A. Update the weekly payroll definition and change the calendar to a weekly frequency.
- **B. Transfer the worker from the weekly payroll to the monthly payroll.**
- C. Terminate the worker's assignment record associated to the weekly payroll. Create a new assignment record and associate it to the monthly payroll.
- D. End the weekly payroll record to the worker and add a new monthly payroll record.

**Answer: B**

#### NEW QUESTION # 58

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