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

Topic	Details
Topic 1	<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 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>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>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 5	<ul style="list-style-type: none"> <li>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.</li> </ul>

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These Oracle 1Z0-1050-24 exam questions are modeled after the 1Z0-1050-24 test. They will assist you in learning how to manage your time during the examination. Prep4sureExam enabled all users to regulate time during their Oracle Payroll Cloud 2024 Implementation Professional 1Z0-1050-24 test. And it can be accomplished via practice, as practice makes perfect. Therefore, you must practice passing the 1Z0-1050-24 exam.

### Oracle Payroll Cloud 2024 Implementation Professional Sample Questions (Q33-Q38):

#### NEW QUESTION # 33

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. Navigate to the semi-monthly payroll and update the Date Paid field on the payroll time periods to reflect the new monthly payment dates.
- B. Create a new monthly payroll definition, end-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.
- C. Create a new monthly payroll definition and transfer the workers from the semi-monthly payroll to the monthly payroll.**
- D. 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.

**Answer: C**

**Explanation:**

Comprehensive and Detailed in Depth Explanation:

To transition workers from a semi-monthly to a monthly payroll frequency in Oracle Payroll Cloud, the recommended approach is to create a new monthly payroll definition and transfer the workers to it. This maintains historical data integrity and aligns with payroll configuration best practices. Options A and B involve modifying the existing semi-monthly payroll, which is not feasible as it changes the payroll frequency fundamentally and could disrupt past records. Option C, involving end-dating and creating new employment records, is overly complex and unnecessary, as payroll assignments can be updated directly. The "Transfer Payroll" process, detailed in Oracle documentation, supports moving workers between payrolls efficiently.

#### NEW QUESTION # 34

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

**Answer: A**

#### **NEW QUESTION # 35**

You hire an employee on 01-JAN-2016. The employee is in the process of moving bank accounts and is yet to create a personal payment method. How will the employee receive their payroll payment for the month of January?

- A. The payment process will error and they will not receive payment for the month of January.
- B. They won't receive payment until they have created a personal payment method.
- C. They will be paid by check, because this is the default payment method on the employee's payroll.
- D. A cash payment request will be sent to accounts payable, and the employee will be paid in cash.

**Answer: C**

Explanation:

In Oracle Payroll Cloud, if an employee has not yet set up a personal payment method (e.g., due to a bank account transition), the system uses the default payment method defined at the payroll level. Typically, this default is set to check (Option D) unless otherwise configured. For an employee hired on 01-JAN-2016 without a personal payment method by the January payroll run, the system will issue a check payment, ensuring the employee is paid without delay. Option A (no payment) and Option B (process error) are incorrect, as the default method prevents such outcomes. Option C (cash payment via accounts payable) is not a standard payroll process. Oracle documentation confirms the use of the payroll's default payment method in such cases.

#### **NEW QUESTION # 36**

The customer requires that a team of payroll clerks be able to view the output of a task submitted by another user. Which Owner Type should be configured against the task?

- A. Group
- B. All
- C. Active Users
- D. User

**Answer: A**

Explanation:

In Oracle Payroll Cloud, the Owner Type for a payroll task determines who can view or manage the task and its output. When a team of payroll clerks needs to view the output of a task submitted by another user, the task should be assigned to a Group (Option A). This allows all members of the defined group (e.g., a payroll clerk team) to access the task output, ensuring collaborative visibility. Option B ("Active Users") is not a valid owner type for this purpose, as it does not specify a team. Option C ("All") would grant access to all users, which exceeds the requirement of limiting visibility to a specific team. Option D ("User") restricts ownership to a single individual, preventing team access. Configuring the task with a Group owner type aligns with Oracle's security and access control framework for payroll tasks.

#### **NEW QUESTION # 37**

You are currently reconciling a payroll run and are informed of a late starter who you would like included in the payments part of the main processing flow.

Which feature should you use to achieve this?

- A. Flow Interaction
- B. Flow Linkage

- C. Connecting Flows
- D. Calling a Flow

**Answer: A**

## NEW QUESTION # 38

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