Oracle Payroll Cloud 2024 Implementation Professional

Oracle 1z0-1050-24

Version Demo

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Topic Break Down

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Topic 2, Payroll Calculations	1
Topic 3, Payroll Processing	18
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QUESTION NO: 1

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. Create three organization payment methods each with a different payment source

B. Create a Default Payer Element with a Payment Criteria input value

C. Write a formula to retrieve the employees' business unit details

D. Create one organization payment method with three payment sources and define three payment method rules based on each business unit

ANSWER: A C D

Explanation:

Oracle Payroll uses organization payment methods and their payment sources to determine the bank account from which a payment is funded. Creating three organization payment methods with separate payment sources provides the required bank-account definitions for the three business-unit populations. The payment-source setup holds the bank-account information that Payroll uses when generating payments.

A fast formula is required to retrieve each employee's business-unit information when the selection criterion must be evaluated dynamically during the payroll payment process. That formula can supply the business-unit result used by payment-method-rule processing. Payment method rules then associate the relevant business-unit criteria with the applicable payment source. Configuring an organization payment method with the three payment sources and creating rules for each business unit enables Payroll to select the appropriate source account for employees in that business unit. Together, the organization payment method, payment source, formula-based business-unit evaluation, and payment-method rules support automated routing of payments to the intended bank account.

For Oracle's payment-method and payment-source concepts, see Oracle Fusion Cloud HCM: Overview of Payment Methods and Oracle Fusion Cloud HCM: Payment Method Rules.

QUESTION NO: 2

You have completed and validated the Calculate Payroll process for a payroll period. What process should you run next to allocate the calculated net pay to the employees' personal payment methods and to third-party payments?

A. Calculate Prepayments

B. Make Payment

C. Calculate Retroactive Pay

D. Calculate Payroll

ANSWER: A

Explanation:

Calculate Prepayments is the process that allocates calculated payroll payments to the applicable personal payment methods, organization payment methods, and third-party payment arrangements. It prepares the payment distribution before payment files or other payment output is generated.

Calculate Payroll produces the payroll results but does not allocate payments. Make Payment creates the payment output after prepayments are calculated. Calculate Retroactive Pay is used for the impact of retroactive changes and is not part of the normal payment-preparation sequence.

QUESTION NO: 3

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. Delete the element definition and re-create it with a different effective date.

D. Change the effective date to the required date and select the "Closed for entry" check box.

ANSWER: D

Explanation:

Change the effective date to the required date and select the "Closed for entry" check box. In the element definition, the Closed for Entry setting prevents users and processes from creating further element entries for that element from the effective date of the update. It does not remove, end date, or otherwise invalidate entries that already exist. Therefore, the payroll process can continue to evaluate and process those existing entries according to their own effective dates, eligibility, input values, and payroll rules.

This approach is appropriate when an organization is retiring an element for future use but must preserve payroll continuity for employees who already have active entries, such as entries with an end date in the future or entries that need to remain available for historical and ongoing payroll calculation. Oracle describes Closed for Entry as an element configuration control used to prevent new entries while retaining existing element-entry records and their processing behavior. Apply the change using the effective date on which creation of new entries must cease, ensuring that payroll administrators have a clear cutoff without disrupting established employee data. See Oracle's Element Entries documentation and Elements documentation.

QUESTION NO: 4

An employee wants 70 percent of net pay deposited to one bank account and the remaining amount deposited to a second bank account. Which three actions should you take? (Choose three.)

A. Create two personal payment methods for the employee

B. Define the allocation amount or percentage for each personal payment method

C. Set the processing order for the personal payment methods

D. Create two organization payment methods with separate payment sources

E. Create payment method rules to split the employee's net pay

ANSWER: A B C

Explanation:

Create two personal payment methods for the employee and define the allocation on each payment method. The first method can be configured for 70 percent, and the second method can receive the remaining amount. Set the processing order so Payroll applies the instructions in the intended sequence.

Organization payment methods and payment sources define how the employer funds payroll payments. They do not define how an individual employee's net pay is allocated between personal bank accounts. Payment method rules select organization payment sources and are not used to split an employee's personal net pay.

QUESTION NO: 5

When defining your customer's monthly payroll, they ask you to set the cut-off date for their monthly payroll to five days before the period end date. What is the impact of the cut-off date on payroll processing?

A. The application restricts Payroll users from entering data after the payroll cut-off date.

B. The cut-off date is for informational purposes only.

C. The cut-off date triggers the automatic submission of the payroll calculation.

D. The application restricts HR users from entering data after the payroll cut-off date.

ANSWER: B

Explanation:

The cut-off date is for informational purposes only. In a payroll definition, this date communicates the expected deadline for completing payroll-related entries and actions for a particular payroll period. Setting it to five days before the period end date gives the payroll team a clear operational milestone: payroll changes, such as element entries or other relevant adjustments, should normally be reviewed and completed by that point so the organization has sufficient time to calculate, validate, correct, and finalize the payroll.

The date therefore supports planning, scheduling, and communication across payroll operations. It is not a system-enforced processing boundary; its value is to identify the intended completion date for transactions associated with the period. Organizations can use this information together with their internal operating procedures, approval timelines, and payroll calendar to make sure that processing is completed on time. Oracle documents the cut-off date as part of payroll-definition setup in its payroll implementation guidance. See the Oracle Fusion Cloud Human Resources documentation and the Oracle payroll definitions overview.

QUESTION NO: 6

An element is configured with a costing type of Costed. Which three costing levels can supply account-segment values when Payroll builds the cost account? (Choose three.)

A. Payroll

B. Legislative data group

C. Element eligibility

D. Element entry

E. Payroll statutory unit

ANSWER: A C D

Explanation:

Payroll-level costing, element-eligibility costing, and element-entry costing can all provide account-segment values for a Costed element. Payroll evaluates the configured costing hierarchy and can combine segment values from applicable levels, with more specific costing taking precedence for a segment where appropriate.

A legislative data group establishes the legislative partition for payroll data, and a payroll statutory unit establishes statutory payroll context. Neither is a costing level used to supply cost-account segments in the Costed element hierarchy.