Oracle

1Z0-1050-24 Exam

Oracle Payroll Cloud 2024 Implementation Professional

Questions & Answers
Demo

Version: 4.0

Question: 1

In order to load balance initialization data, you may load batch headers and batch lines into HCM Cloud using which two named methods? (Choose two.)

A. Using the HCM Data Loader to create batch data

B. Using the Payroll Batch Loader spreadsheet to manually enter batch data

C. Using WebCenter Content to load the batch data by importing a text file and running the Load Batch from File process

D. Using the Create New Balances for Employees task in Functional Setup Manager

Answer: A, B

Explanation:

Oracle Payroll Cloud supports multiple methods to load balance initialization data, such as batch headers and lines, into HCM Cloud. The HCM Data Loader (HDL) is a powerful tool designed to load large volumes of data, including payroll balances, by creating batch data in a structured format. This method is widely used for automation and bulk uploads (Option A). Similarly, the Payroll Batch Loader spreadsheet allows users to manually enter batch data, such as balance initialization details, in an Excel-based interface, which is then uploaded to the system (Option B). These two methods are explicitly supported and recommended in Oracle documentation for initializing payroll balances. Option C (WebCenter Content) is not a standard method for loading payroll batch data; it is more aligned with content management rather than payroll-specific data loading. Option D (Create New Balances for Employees task) is a functional setup task but not a direct method for loading batch headers and lines.

Reference: Oracle HCM Cloud: Using Payroll (Chapter: Load Initial Balances), Oracle HCM Cloud: HCM Data Loader User Guide.

Question: 2

If you create an overtime element with a category of "Timecard", on which input will the overtime hours be held?

A. Overtime hours will be captured in the "Hours Worked" input value.

B. Overtime hours will be captured in the "Hours Calculated" input value.

C. An element with "Timecard" category does not create any input values.

D. Overtime hours will be captured in the "Hours" input value.

Answer: D

Explanation:

In Oracle Payroll Cloud, when an element is created with the "Timecard" category, it is designed to capture time-related data, such as overtime hours, directly from timecard entries. The default input value generated for such elements is named "Hours", which holds the number of hours entered or processed (e.g., overtime hours). This is a standard configuration for timecard-related elements, as outlined in Oracle documentation. Option A ("Hours Worked") and Option B ("Hours Calculated") are not standard input values automatically created for a "Timecard" category element; these might be custom input values if explicitly defined. Option C is incorrect because a "Timecard" category element does create input values, with "Hours" being the primary one for capturing time data.

Reference: Oracle HCM Cloud: Using Payroll (Chapter: Elements), Oracle HCM Cloud: Payroll Element Configuration Guide.

Question: 3

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 skip all tasks action.

B. From the Payroll Calculation Work Area, highlight the flow and select the rollback all tasks action.

C. From the Payroll Calculation Work Area, highlight the flow and select the complete flow action.

D. From the Payroll Calculation Work Area, highlight the flow and select the delete flow action.

Answer: B

Explanation:

In Oracle Payroll Cloud, incomplete flows on the payroll dashboard indicate that a payroll process (e.g., Calculate Payroll) has not fully completed due to errors or interruptions. To resolve this and

remove the flow from the dashboard, the recommended action is to rollback all tasks from the Payroll Calculation Work Area (Option B). Rolling back the tasks reverses the incomplete process, allowing users to address any issues (e.g., data errors) and resubmit the flow. Option A (skip all tasks) does not resolve the underlying issue and leaves the flow incomplete. Option C (complete flow action) is not a valid action for an incomplete flow, as completion requires successful task execution. Option D (delete flow action) is not applicable, as flows cannot be arbitrarily deleted from the dashboard without proper resolution. The rollback action ensures data integrity and is the standard approach per Oracle documentation.

Reference: Oracle HCM Cloud: Using Payroll (Chapter: Payroll Flows), Oracle HCM Cloud: Payroll Process Configuration Guide.

Question: 4

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. Active Users

C. All

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.

Reference: Oracle HCM Cloud: Using Payroll (Chapter: Payroll Flow Security), Oracle HCM Cloud: Security Configuration Guide.

Question: 5

You have a requirement to verify the costing results of a person in a particular payroll run. In which three ways do you verify the costing results of a single person? (Choose three.)

A. You cannot view the costing results of a single person.

B. You can view the costing results from Statement of Earnings -> View Costing Results.

C. You can use the OTBI - Payroll Run Costing Real Time subject area.

D. You can run the Payroll Costing Report for a single person.

Answer: B, C, D

Explanation:

Oracle Payroll Cloud provides multiple methods to verify the costing results of an individual in a payroll run. Option B allows users to navigate to the Statement of Earnings and select "View Costing Results" to see detailed costing for a specific person's payroll run. Option C utilizes the OTBI (Oracle Transactional Business Intelligence) - Payroll Run Costing Real Time subject area, which enables real-time reporting and analysis of costing data for an individual. Option D involves running the Payroll Costing Report, which can be filtered to display results for a single person, providing a detailed breakdown of costs. Option A is incorrect because Oracle explicitly supports viewing individual costing results through these tools. These methods are well-documented in Oracle Payroll Cloud resources for auditing and verification purposes.

Reference: Oracle HCM Cloud: Using Payroll (Chapter: Costing), Oracle HCM Cloud: OTBI Reporting Guide, Oracle HCM Cloud: Payroll Costing Report Guide.