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Oracle 1Z0-1050-24

Oracle Payroll Cloud 2024 Implementation Professional

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Oracle 1Z0-1050-24 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<ul style="list-style-type: none"> • 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.
Topic 4	<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 5	<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 6	<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.

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Oracle Payroll Cloud 2024 Implementation Professional Sample Questions (Q102-Q107):

NEW QUESTION # 102

The element template has created a "Results" element for a voluntary deduction element along with the base element. Which element is referenced here?

- A. Calculator element
- B. Base element
- C. Distributor element
- **D. Results element**

Answer: D

Explanation:

Comprehensive and Detailed in Depth Explanation:

In Oracle Payroll Cloud, when an element template is used to create a voluntary deduction element, it generates multiple related elements, including a "Base" element and a "Results" element. The "Results" element specifically stores the outcome of the payroll calculation for that deduction (e.g., the amount deducted). The question highlights that a "Results" element is created alongside the base element, making "Results element" (D) the correct reference. The "Distributor element" (A) and "Calculator element" (C) are not standard outputs of a voluntary deduction template, while "Base element" (B) is a separate component. This is explained in the Oracle documentation under "Element Templates and Results."

NEW QUESTION # 103

A line manager has hired a worker who will be paid on a weekly basis. What navigation path should the payroll user take to enter the weekly payroll details for the worker?

- A. Manage Work Relationship > Assignment Record
- B. Manage Work Relationship > Work Relationship Record
- **C. Manage Payroll Relationship > Assignment Record**
- D. Manage Payroll Relationship > Payroll Relationship Record

Answer: C

Explanation:

In Oracle Payroll Cloud, to enter payroll details (e.g., weekly payroll assignment) for a newly hired worker, the payroll user should navigate to Manage Payroll Relationship > Assignment Record (Option B). The Payroll Relationship defines the worker's payroll association, and the Assignment Record within it is where payroll-specific details, such as the weekly payroll definition, are assigned at the assignment level. Option A (Work Relationship Record) is for employment terms, not payroll specifics. Option C (Payroll Relationship Record) is too broad, as payroll details are managed at the assignment level within the relationship. Option D (Work Relationship > Assignment Record) is incorrect, as payroll details are managed under Payroll Relationship, not Work Relationship. Oracle documentation specifies this navigation for payroll setup.

NEW QUESTION # 104

As a general rule when costing an element created with a primary classification of standard earnings, what element and input value do you cost?

- A. Result Element and input value of Pay Value
- **B. Result Element and input value of Earnings Calculated**
- C. Base Element and input value of Pay value
- D. Base Element and input value of Earning Calculated

Answer: B

NEW QUESTION # 105

You have a tax deduction element that credits the same account for all employees irrespective of their home department. How do you define the costing rules to meet this requirement?

- A. You create the costing with "Costed" option on tax element.
- B. You cannot meet this requirement because the costs are automatically apportioned to the respective departments.
- C. You create the costing with distributed option.
- **D. You create Fixed Costing on tax deduction element.**

Answer: D

NEW QUESTION # 106

You need to enter bank account details for the employees within your company. Which task should you use to do this?

- A. Manage Third-Party Person Payment Methods
- B. Manage Organization Payment Methods
- C. Manage Element Entries
- **D. Manage Personal Payment Methods**

Answer: D

NEW QUESTION # 107

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