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Oracle 1Z0-1050-24 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> • Describing Payroll Concepts: This section of the exam measures the skills of Payroll Specialists and covers foundational payroll concepts, including human resources and payroll person models. It also explains legislative data groups and payroll statutory units, which are essential for managing compliance and organizational structures. Additionally, this section includes creating payroll users and roles to ensure proper access and security within the payroll system.
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"> • 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 4	<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 5	<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.

Topic 6	<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.
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Oracle Payroll Cloud 2024 Implementation Professional Sample Questions (Q45-Q50):

NEW QUESTION # 45

How should you change the order of the task displayed within the payroll flows checklist?

Response:

- **A. Amend both the task sequence on the task sequencing page and the sequence within the edit task details page.**
- B. Amend the sequence of the tasks within the task definition page.
- C. Amend the task sequence on the task sequencing page.
- D. Amend both the sequence of the tasks on the task definition page and the task

Answer: A

NEW QUESTION # 46

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 can use the OTBI - Payroll Run Costing Real Time subject area.**
- **B. You can run the Payroll Costing Report for a single person.**
- **C. You can view the costing results from Statement of Earnings -> View Costing Results.**
- D. You cannot view the costing results of a single person.

Answer: A,B,C

NEW QUESTION # 47

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

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

Answer: C

NEW QUESTION # 48

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 the element eligibility as an Open Eligibility and create an element entry only for employees with grades C3 and C4.
- C. Define multiple element eligibilities using grade C1, C2, C3, and C4, but create an element entry only for employees with grades C3 and C4.
- **D. Define multiple element eligibilities using grade C3 and C4.**

Answer: D

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 # 49

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?

Response:

- A. End date the element definition.
- **B. Change the effective date to the required date and select the "Closed for entry" check box.**
- C. Delete the element definition and re-create it with a different effective date.
- D. You cannot achieve this requirement because you need to continue the existing element entries.

Answer: B

NEW QUESTION # 50

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