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Oracle 1Z0-1050-24 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 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"> • 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.

Oracle Payroll Cloud 2024 Implementation Professional Sample Questions (Q107-Q112):

NEW QUESTION # 107

What happens if the costing process does not find a value for a segment defined as mandatory, and you create a suspense account at Payroll level?

- A. Calculation displays an error, and the person's results are not costed.
- B. Costing results display a blank (null) value in the segment.
- C. No costing results are created for the person.
- **D. Costing results are placed into suspense account.**

Answer: D

Explanation:

In Oracle Payroll Cloud, when a costing segment (e.g., cost center) is defined as mandatory and the costing process cannot find a value, a fallback mechanism is needed. If a suspense account is configured at the Payroll level, the costing results for that payroll run are automatically directed to the suspense account (Option A). This ensures that payroll processing completes without errors, and costs are temporarily held in the suspense account until corrected. Option B (blank value) is not allowed for mandatory segments. Option C (error stopping costing) and Option D (no results) do not occur when a suspense account exists, as it acts as a safety net. Oracle documentation confirms this behavior for handling missing mandatory cost segments.

NEW QUESTION # 108

A customer's organization has three Business Units - BU1, BU2, and BU3. You have an Onsite Allowance element, which is at Assignment level, for which only the employees in BU2 and BU3 are eligible.

How do you define the element eligibility for Onsite Allowance element so that the element entry is restricted only for BU2 and BU3?

- A. Define the element eligibility as an Open Eligibility and create an element entry only for employees with BU2 and BU3.
- B. Define multiple element eligibilities using BU2 and BU3 for Business Unit criteria.
- **C. You cannot meet the requirement as you cannot create element eligibility using business unit as the eligibility criteria.**
- D. Onsite Allowance element should be defined as the Payroll Relationship level element so that the element eligibility can be defined using Business Unit as the criteria.

Answer: C

NEW QUESTION # 109

Which two delivered reports can be used to view the results of a payroll run immediately after running the Calculate Payroll process? (Choose two.)

- A. Payroll Register Report
- **B. Payroll Balance Report**

- C. Payment Register Report
- **D. Payroll Activity Report**

Answer: B,D

NEW QUESTION # 110

Which option represents the costing hierarchy necessary to build a cost account when the element costing is defined with costing type as "Costed"?

- **A. Payroll, Element Eligibility, Department, Job, Position, Person Person Element, Element Entry**
- B. Payroll, Department, Job or Position, Element Eligibility, Person, Element Entry
- C. Payroll, Person Element Entry, Department, Job or Position, Person, Element Eligibility
- D. Element Eligibility, Payroll, Department, Job or Position, Person, Element Entry

Answer: A

NEW QUESTION # 111

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

Answer: D

NEW QUESTION # 112

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