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Oracle 1Z0-1050-24 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">Defining Payroll Costing Rules: This section evaluates the skills of Cost Accountants in setting up payroll costing rules. It includes configuring the Payroll Cost Flexfield, setting up various types of costing, and transferring data to subledger accounting for posting to the general ledger. These tasks ensure accurate financial reporting and cost allocation.
Topic 2	<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 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"> 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 (Q82-Q87):

NEW QUESTION # 82

A worker's payroll frequency changes from weekly to monthly. What action should you take?

- A. Terminate the worker's assignment record associated to the weekly payroll. Create a new assignment record and associate it to the monthly payroll.
- B. Transfer the worker from the weekly payroll to the monthly payroll.**
- C. Update the weekly payroll definition and change the calendar to a weekly frequency.
- D. End the weekly payroll record to the worker and add a new monthly payroll record.

Answer: B

Explanation:

In Oracle Payroll Cloud, when a worker's payroll frequency changes (e.g., from weekly to monthly), the simplest and recommended action is to transfer the worker from the weekly payroll to the monthly payroll (Option B). This is done via the 'Manage Payroll Relationships' task, where you update the payroll assignment to point to the new payroll definition, effective from the desired date. Option A (terminate and create a new assignment) is overly complex and disrupts continuity of employment records. Option C (update payroll definition) is incorrect, as it alters the payroll for all workers, not just one. Option D (end and add payroll record) is not a precise description of the process, as payroll records are not ended individually; the transfer handles this seamlessly. Oracle documentation outlines payroll transfers for frequency changes.

NEW QUESTION # 83

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 HR users from entering data after the payroll cut-off date.
- **B. The cut-off date is for informational purposes only.**
- C. The application restricts Payroll users from entering data after the payroll cut-off date.
- D. The cut-off date triggers the automatic submission of the payroll calculation.

Answer: B

Explanation:

In Oracle Payroll Cloud, the cut-off date for a payroll period (e.g., set to five days before the period end date) is designed as a reference point for payroll administrators. It serves as an informational guideline to indicate when data entry should ideally be completed to ensure timely payroll processing (Option B). It does not enforce system-level restrictions on data entry by Payroll users (Option A) or HR users (Option D), nor does it automatically trigger payroll calculation (Option C). The cut-off date's primary purpose is to assist in planning and communication, leaving actual data entry controls to user roles and process deadlines rather than system-enforced locks. This is clarified in Oracle's payroll configuration documentation.

NEW QUESTION # 84

Your customer has the financial system in a third party system and you have to send the payroll costing entries to a third party system. Which two options should be used to extract the data from Cloud Payroll system?

- **A. You can use the OTBI - Payroll Run Costing Real Time subject area to extract the costing results of a particular run.**
- B. You cannot extract the costing results from cloud payroll to send it to third party financials system
- **C. You can run the Payroll Costing Report to extract the costing results of a particular run.**
- D. You can use the OTBI - Payroll Run Results Real Time subject area to extract the costing results of a particular run, because payroll costing is part of payroll run.

Answer: A,C

NEW QUESTION # 85

Which delivered report can be used to verify the details of all payments made to third-parties?

- A. Payment Register Report
- B. Payroll Activity Report
- **C. Third-Party Payment Register**
- D. Third-Party Invoice Listing

Answer: C

NEW QUESTION # 86

You hire an employee on 01-JAN-2016. The employee is in the process of moving bank accounts and is yet to create a personal payment method. How will the employee receive their payroll payment for the month of January?

- **A. They will be paid by check, because this is the default payment method on the employee's payroll.**
- B. A cash payment request will be sent to accounts payable, and the employee will be paid in cash.
- C. They won't receive payment until they have created a personal payment method.
- D. The payment process will error and they will not receive payment for the month of January.

Answer: A

Explanation:

In Oracle Payroll Cloud, if an employee has not yet set up a personal payment method (e.g., due to a bank account transition), the system uses the default payment method defined at the payroll level. Typically, this default is set to check (Option D) unless otherwise configured. For an employee hired on 01-JAN-2016 without a personal payment method by the January payroll run, the system will issue a check payment, ensuring the employee is paid without delay. Option A (no payment) and Option B (process error) are incorrect, as the default method prevents such outcomes. Option C (cash payment via accounts payable) is not a standard payroll process. Oracle documentation confirms the use of the payroll's default payment method in such cases.

NEW QUESTION # 87

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