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Oracle 1Z0-1050-24 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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"> 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 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.
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.

Oracle Payroll Cloud 2024 Implementation Professional Sample Questions (Q18-Q23):

NEW QUESTION # 18

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

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

Answer: A

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 # 19

Which two seed job roles have access to the Setup and Maintenance work area and can access all payroll setup tasks?

- A. Mark for Retry

- B. Skip, Retry, and Submit
- C. Resubmit, Rollback, and Skip
- D. Resubmit, Force Resubmit, and Skip

Answer: B

NEW QUESTION # 20

If you encounter errors after transferring the batch using the Load Initial Balances process, what must you do?

- A. Correct the errors, create a new batch, validate and transfer the batch again.
- B. Perform a rollback, correct the errors, create a new batch, validate and transfer the batch again.
- C. Correct the errors, delete the batch, create a new batch, validate and transfer the batch again.
- D. Undo the batch, correct the errors, validate and transfer the batch again.

Answer: D

NEW QUESTION # 21

You defined the department costing information after the Calculate Payroll process is run that creates the costing results also. You noticed that the department costing information is not created for the employees who are in that department. What should you do to ensure the department costing information is reflected for those employees without rolling back and rerunning the Calculate Payroll?

- A. You cannot rectify the costing results after they are created.
- B. You roll back only the costing process and rerun it.
- C. You do the adjustments in General Ledger because you cannot do changes in the costing results.
- D. You run the Calculate Retroactive Costing process to recalculate costs for retroactive changes to costing setups.

Answer: D

Explanation:

In Oracle Payroll Cloud, if costing setups (e.g., department costing information) are updated after a payroll run, the original costing results won't reflect the new setup. To apply these retroactive changes without rolling back the entire Calculate Payroll process, you should run the Calculate Retroactive Costing process (Option B). This process recalculates costing based on the updated setups and adjusts the results for affected employees, ensuring the department costing is reflected. Option A (rolling back costing only) is not a standalone option; rollback typically applies to the full payroll process. Option C (General Ledger adjustments) is a manual workaround, not the recommended system approach. Option D is incorrect, as retroactive costing is designed for this purpose. Oracle documentation highlights this process for retroactive cost updates.

NEW QUESTION # 22

Which statement accurately describes how you create a tax reporting unit?

- A. If you identify a legal entity as a payroll statutory unit, you will have the option to identify the payroll statutory unit as a tax reporting unit.
- B. When you identify a legal entity as a legal employer, the application transfers the legal reporting units that are associated with that legal employer to HCM as tax reporting units.
- C. When you identify a legal entity as a payroll statutory unit, the application transfers the legal reporting units that are associated with that legal entity to HCM as tax reporting units.
- D. You can identify a legal entity as a tax reporting unit.

Answer: C

Explanation:

In Oracle Payroll Cloud, a tax reporting unit (TRU) is created as part of the payroll statutory unit (PSU) setup. When a legal entity is identified as a PSU, the application automatically transfers its associated legal reporting units (LRUs) to HCM as TRUs (Option A). This ensures tax reporting aligns with the legislative requirements of the PSU. Option B is incorrect, as there's no optional step to designate the PSU as a TRU—it's automatic. Option C (directly identifying a legal entity as a TRU) bypasses the PSU linkage, which is not supported. Option D (legal employer) is inaccurate, as TRUs are tied to PSUs, not legal employers. Oracle documentation confirms this automatic transfer process.

NEW QUESTION # 23

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