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Oracle

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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">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 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">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">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 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.
Topic 7	<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.

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Oracle Payroll Cloud 2024 Implementation Professional Sample Questions (Q49-Q54):

NEW QUESTION # 49

Your customer has a business requirement to only allow their employees to create one personal payment method. How should you configure this within the product?

- A. It is not possible to implement this type of restriction within the application.
- B. Create a formula to define the maximum number of payment methods allowed, and attach it to the payroll user interface configuration user defined table.
- C. Create an information element with an input value to store the maximum number of payment methods allowed.
- D. Remove the "Manage Personal Payment Method" privilege from the employee role, so that employees cannot create personal payment methods.

Answer: B

NEW QUESTION # 50

What is the maximum number of segments that a cost allocation key flexfield can have?

- A. 0
- B. 1
- C. 2
- D. 3
- E. 4

Answer: B

NEW QUESTION # 51

When submitting a payroll flow, who is the owner of a task if no one has been indicated within the payroll flow definition?

- A. Any user with either the Payroll Administrator or Payroll Manager Role
- B. Any user with the Payroll Administrator role

- C. The user that submitted the payroll flow
- D. Any user with the Payroll Manager role

Answer: C

Explanation:

In Oracle Payroll Cloud, if no specific owner is indicated in the payroll flow definition, the user who submits the payroll flow becomes the default owner of the tasks within that flow (Option C). This ensures accountability and visibility for the submitter, who can then monitor and manage the flow's progress. Options A, B, and D (based on roles) are incorrect because ownership defaults to the individual submitter, not a role-based group, unless explicitly overridden in the flow definition (e.g., by assigning a group or role). Oracle documentation specifies this default behavior for flow ownership.

NEW QUESTION # 52

Which legislative data group (LDG) description is incorrect?

Response:

- A. An LDG is associated with a legislative code and currency.
- B. An LDG can contain many legal entities that act as payroll statutory units.
- C. An LDG can be associated to multiple cost allocation key flexfield structures.
- D. An LDG marks a legislation in which payroll is processed.

Answer: C

NEW QUESTION # 53

You are testing the retropay process and enter a retrospective bonus entry for a worker. The bonus is calculated based on a percentage of the worker's salary. When you review the results of the retropay process you identify the bonus has not been included. Identify two reasons why this is happening. (Choose two.)

- A. Retropay has not been enabled on the salary element.
- B. Retropay has not been enabled on the bonus element.
- C. Bonus element changes are not included in the retroactive event group.
- D. Element entry changes are not included in the retroactive event group.

Answer: B,D

NEW QUESTION # 54

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