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Oracle 1Z0-1050-24 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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	• 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	• 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 6	• 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 7	• 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.

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Oracle Payroll Cloud 2024 Implementation Professional Sample Questions (Q71-Q76):

NEW QUESTION # 71
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 the Payroll Administrator role
- B. The user that submitted the payroll flow
- C. Any user with the Payroll Manager role
- D. Any user with either the Payroll Administrator or Payroll Manager Role

Answer: B

NEW QUESTION # 72
You are implementing retropay. You have created a retroactive event group to tract the changes that need to be considered by the retropay process.
To which feature should the retroactive event group be associated?

- A. Payroll definition
- B. Element
- C. Payroll relationship records
- D. Work relationship records

Answer: B

NEW QUESTION # 73

Which status should you select for your flow pattern so it is available under "Submit a Payroll Flow"?

- A. Active. Flow Pattern Submission
- B. Active. Process, Report, or Payroll Flow
- C. Active. Process or Report
- D. Active. Payroll Flow

Answer: B

Explanation:
Comprehensive and Detailed in Depth Explanation:
For a flow pattern to be available under "Submit a Payroll Flow" in Oracle Payroll Cloud, its status must be set to "Active" with a usage of "Process," "Report," or "Payroll Flow." This ensures the flow is executable and visible to users for submission. Option A is incomplete (missing "Payroll Flow"), Option B is not a standard status format, and Option D ("Flow Pattern Submission") is not a valid status. The documentation under "Payroll Flow Patterns" specifies these statuses for flow availability.

NEW QUESTION # 74

A customer's organization has a grade structure with four grades - C1, C2, C3, and C4. You have a car allowance element, which is art 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. Define multiple element eligibilities using grade C3 and C4.
- 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. You cannot meet the requirement as you cannot create element eligibility using grade as the eligibility criteria.

Answer: B

NEW QUESTION # 75

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

Answer: D

Explanation:
In Oracle Payroll Cloud, to enter payroll details (e.g., weekly payroll assignment) for a newly hired worker, the payroll user should navigate to Manage Payroll Relationship > Assignment Record (Option B). The Payroll Relationship defines the worker's payroll association, and the Assignment Record within it is where payroll-specific details, such as the weekly payroll definition, are assigned at the assignment level. Option A (Work Relationship Record) is for employment terms, not payroll specifics. Option C (Payroll Relationship Record) is too broad, as payroll details are managed at the assignment level within the relationship. Option D (Work Relationship > Assignment Record) is incorrect, as payroll details are managed under Payroll Relationship, not Work Relationship. Oracle documentation specifies this navigation for payroll setup.

NEW QUESTION # 76

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