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Oracle 1Z0-1050-24 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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	• 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 4	• 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 5	• 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	• 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	• 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 (Q76-Q81):

NEW QUESTION # 76
You are creating a car allowance element. The rules for this allowance need to reference the salary balance. How can you meet this requirement?

- A. Associate the salary balance to a calculation card and reference the calculation card in the allowance element formula.
- B. Reference the database item and appropriate dimension for the salary balance in the allowance element formula.
- C. Enter the salary balance value as an input value on the car allowance element.
- D. Create a balance feed to feed the salary balance to the car allowance element.

Answer: B

Explanation:
In Oracle Payroll Cloud, to reference a salary balance in the rules for a car allowance element, the most direct and recommended

method is to use a fast formula that references the database item (DBI) and the appropriate dimension of the salary balance (Option A). Database items provide real-time access to balance values (e.g., "Gross Earnings YTD"), and the dimension specifies the time period or scope (e.g., period-to-date, year-to-date). This approach allows the car allowance calculation to dynamically pull the salary balance without additional setup. Option B (calculation card) is not applicable, as calculation cards are for individual overrides, not balance references. Option C (balance feed) is used to feed one balance into another, not for direct formula references. Option D (manual input) is static and impractical for ongoing calculations. Oracle documentation supports using DBIs in formulas for this purpose.

NEW QUESTION # 77

You are a payroll customer but when you have created an earnings element using the Manage Elements feature it has not created a pay value input value. What is the reason for this?
Response:

- A. The selected extension in Manage Features by Country or Territory was set to "Payroll Interface".
- B. The selected extension in Manage Features by Country or Territory was set to "Human Resources or None".
- C. The earnings element template always creates "Pay Value" as the input value.
- D. The selected extension in Manage Features by Country or Territory was set to "Payroll".

Answer: B

NEW QUESTION # 78

Whilst testing the payroll run, five workers went into error status. The remaining 10,000 workers completed successfully. You have reviewed and corrected the underlying issues for the five workers and now need to correct their payroll results. What action should you take?

- A. Mark errored workers for retry and retry the payroll
- B. Manually update the payroll run status for each worker from error to complete
- C. Rollback the payroll run and reprocess
- D. Process Payroll

Answer: A

Explanation:
Comprehensive and Detailed in Depth Explanation:
When a payroll run results in errors for a subset of workers (e.g., five out of 10,000), the most efficient action in Oracle Payroll Cloud is to "Mark errored workers for retry" and then retry the payroll process for those specific workers. This action targets only the errored records, reprocesses them after corrections, and integrates the results with the successful runs, avoiding a full rollback. Rolling back the entire payroll (A) is unnecessary and disruptive to the 10,000 successful records. Manually updating statuses (B) is not a supported or recommended practice, and "Process Payroll" (D) is too vague and not a specific action for this scenario. This is detailed in the "Correcting Payroll Errors" section.

NEW QUESTION # 79

You are currently reconciling a payroll run and are informed of a late starter who you would like included in the payments part of the main processing flow. Which feature should you use to achieve this?

- A. Flow Interaction
- B. Connecting Flows
- C. Flow Linkage
- D. Calling a Flow

Answer: A

Explanation:
Comprehensive and Detailed in Depth Explanation:
To include a late starter in an ongoing payroll run's payment processing, the "Flow Interaction" feature in Oracle Payroll Cloud allows you to dynamically adjust the payroll flow. This feature enables interaction with an existing flow to add or update tasks (e.g., including the late starter) without disrupting the main process. "Connecting Flows" (B) and "Calling a Flow" (C) are used to link separate flows, not modify an active one, while "Flow Linkage" (D) is not a standard term in this context. The documentation

explains Flow Interaction under "Advanced Payroll Flow Management."

NEW QUESTION # 80

You have run the payroll calculation and several workers have an error status. What action should you take to remove the payroll calculation results for all workers?

- A. Delete Records
- B. Retry
- C. Rollback
- D. Mark for Retry

Answer: C

Explanation:
Comprehensive and Detailed in Depth Explanation:
When a payroll calculation has been run and results in errors for some workers, the "Rollback" action is the appropriate step to remove all payroll calculation results and return the payroll run to a pre-processed state. This is critical when you need to correct data or configuration issues and rerun the entire payroll for consistency across all workers. "Retry" (A) is not a valid standalone action for removing results, "Mark for Retry" (B) is used to flag specific workers for reprocessing rather than removing all results, and "Delete Records" (D) is not a standard payroll flow action in Oracle Payroll Cloud. The rollback functionality ensures that no partial or erroneous results remain, as outlined in the Oracle Payroll Cloud documentation under "Payroll Process Management."

NEW QUESTION # 81

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As job seekers looking for the turning point of their lives, it is widely known that the workers of recruitment is like choosing apples---viewing resumes is liking picking up apples, employers can decide whether candidates are qualified by the 1Z0-1050-24 appearances, or in other words, candidates' educational background and relating 1Z0-1050-24 professional skills. The reason why we are so confident lies in the sophisticated expert group and technical team we have, which do duty for our solid support. They develop the 1Z0-1050-24 Exam Guide targeted to real exam. The wide coverage of important knowledge points in our 1Z0-1050-24 latest braindumps would be greatly helpful for you to pass the exam.

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