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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	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 3	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	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 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	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 7	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 (Q55-Q60):

NEW QUESTION # 55

Your customer is using HCM cloud Absences. Where is the absence information passed from absences to payroll held in the application?

- A. Input values
- B. Value definitions
- C. Absence information is not passed from cloud absences to cloud payroll.
- D. User-defined tables.

Answer: A

NEW QUESTION # 56

Your company wants to pay its employees from company bank account A and their third parties from company bank account B. What is the recommended approach for this?

- A. Write a formula to select the correct bank account for employees and third parties.
- B. Ensure you run the prepayments process separately for your employees and your third parties.
- C. Create two personal payment methods for each of your employees: one for their salary payments and one for their third-party payments.
- D. Create one organization payment method with two payment sources and configure the usage for each payment source within the payment method rules table.

Answer: D

NEW QUESTION # 57

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

Answer: D

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 # 58

You have a requirement to stop the new entries from being created for an element and to continue the existing entries. How do you achieve this?

- **A. Change the effective date to the required date and select the "Closed for entry" check box.**
- B. You cannot achieve this requirement because you need to continue the existing element entries.
- C. Delete the element definition and re-create it with a different effective date.
- D. End date the element definition.

Answer: A

Explanation:

In Oracle Payroll Cloud, to prevent new entries for an element while allowing existing entries to continue processing, you can modify the element definition by setting an effective date and selecting the "Closed for entry" check box (Option D). This action ensures that no new element entries can be created after the specified date, but existing entries remain active and processable in payroll runs. Option A is incorrect because this requirement is achievable. Option B (end-dating the element) stops all processing, including existing entries, which does not meet the requirement. Option C (deleting and re-creating) is unnecessary and disrupts continuity. Oracle documentation confirms that "Closed for entry" is the intended mechanism for this scenario.

NEW QUESTION # 59

You were trying to attach the lookup that you created to an input value in order to restrict the values for that input value, but the lookup field is not enabled.

What is the reason for the lookup field not being enabled?

- **A. The unit of measure for the input value should be Character.**
- B. The unit of measure for the input value should be Date.
- C. This is a bug in the application.
- D. The unit of measure for the input value should be Number.

Answer: A

NEW QUESTION # 60

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