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## Oracle 1Z0-1050-24 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>

Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>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.</li> </ul>

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**Oracle Payroll Cloud 2024 Implementation Professional Sample Questions (Q26-Q31):**

**NEW QUESTION # 26**

A worker's check has been returned to the company as it is damaged. This must be recorded in the application. What action should they take?

- A. Rollback the prepayment process for this employee.
- B. Change the check payment status from paid to cancelled.
- C. Delete the check payment payment result.
- D. **Change the check payment status from paid to void.**

**Answer: D**

**NEW QUESTION # 27**

A worker's check has been returned to the company as it is damaged. This must be recorded in the application. What action should they take?

- A. **Change the check payment status from Paid to Void.**
- B. Rollback the prepayment process for this employee.
- C. Change the check payment status from Paid to Cancelled.
- D. Delete the check payment result.

**Answer: A**

Explanation:

Comprehensive and Detailed in Depth Explanation:

When a worker's check is returned due to damage, the correct action in Oracle Payroll Cloud is to update the payment status from "Paid" to "Void." This reflects that the payment was issued but is no longer valid, allowing for reissuance without affecting the payroll run. Deleting the payment result (B) is not a standard option and could disrupt reconciliation. "Cancelled" (C) is not a recognized status for this scenario, and rolling back the prepayment process (D) is unnecessary and impacts more than just the damaged check. This process is outlined in the "Managing Payments" section of the Oracle documentation.

**NEW QUESTION # 28**

What happens if the costing process does not find a value for a segment defined as mandatory, and you create a suspense account at Payroll level?

- A. Costing results display a blank (null) value in the segment.
- **B. Costing results are placed into suspense account.**
- C. No costing results are created for the person.
- D. Calculation displays an error, and the person's results are not costed.

**Answer: B**

Explanation:

In Oracle Payroll Cloud, when a costing segment (e.g., cost center) is defined as mandatory and the costing process cannot find a value, a fallback mechanism is needed. If a suspense account is configured at the Payroll level, the costing results for that payroll run are automatically directed to the suspense account (Option A). This ensures that payroll processing completes without errors, and costs are temporarily held in the suspense account until corrected. Option B (blank value) is not allowed for mandatory segments. Option C (error stopping costing) and Option D (no results) do not occur when a suspense account exists, as it acts as a safety net. Oracle documentation confirms this behavior for handling missing mandatory cost segments.

**NEW QUESTION # 29**

You hire an employee on 01-JAN-2016. The employee is in the process of moving bank accounts and is yet to create a personal payment method. How will the employee receive their payroll payment for the month of January?

- A. They won't receive payment until they have created a personal payment method.
- B. A cash payment request will be sent to accounts payable, and the employee will be paid in cash.
- C. The payment process will error and they will not receive payment for the month of January.
- **D. They will be paid by check, because this is the default payment method on the employee's payroll.**

**Answer: D****NEW QUESTION # 30**

In order to load balance initialization data, you may load batch headers and batch lines into HCM Cloud using which two named methods? (Choose two.)

- **A. Using the Payroll Batch Loader spreadsheet to manually enter batch data**
- **B. Using the HCM Data Loader to create batch data**
- C. Using the Create New Balances for Employees task in Functional Setup Manager
- D. Using WebCenter Content to load the batch data by importing a text file and running the Load Batch from File process

**Answer: A,B**

Explanation:

Oracle Payroll Cloud supports multiple methods to load balance initialization data, such as batch headers and lines, into HCM Cloud. The HCM Data Loader (HDL) is a powerful tool designed to load large volumes of data, including payroll balances, by creating batch data in a structured format. This method is widely used for automation and bulk uploads (Option A). Similarly, the Payroll Batch Loader spreadsheet allows users to manually enter batch data, such as balance initialization details, in an Excel-based interface, which is then uploaded to the system (Option B). These two methods are explicitly supported and recommended in Oracle documentation for initializing payroll balances. Option C (WebCenter Content) is not a standard method for loading payroll batch

data; it is more aligned with content management rather than payroll-specific data loading. Option D (Create New Balances for Employees task) is a functional setup task but not a direct method for loading batch headers and lines.

## NEW QUESTION # 31

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