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Oracle 1Z0-1050-24 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<ul style="list-style-type: none">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	<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 4	<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 5	<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.

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Oracle Payroll Cloud 2024 Implementation Professional Sample Questions (Q81-Q86):

NEW QUESTION # 81

Your customer is using HCM Cloud Absence Management and wants to transfer absence information to Cloud Global Payroll so that it can be processed. Aside from creating your absence plan, which two steps do you need to complete in Cloud Global Payroll? (Choose two.)

- A. Manually enter the absence units in the employees' element entry
- B. Create element eligibility for each absence element
- C. Create an Absence Calculation Card to store the absence details
- D. Create your absence elements

Answer: B,D

Explanation:

Comprehensive and Detailed in Depth Explanation:

To transfer absence information from HCM Cloud Absence Management to Cloud Global Payroll, two key steps in Payroll are required: (1) "Create your absence elements" (D) to define the payroll elements linked to absence types, and (2) "Create element eligibility for each absence element" (B) to specify which employees qualify for these elements. Option A (Absence Calculation Card) is not a payroll component, and Option C (manual entry) is unnecessary as the integration automates data transfer via input values. This is detailed in the "Absence Integration with Payroll" section.

NEW QUESTION # 82

You need to associate a worker to your customer's weekly payroll but the payroll field only displays values for the monthly and bi-weekly payrolls.

Which two issues are the source of problem? (Choose two.)

- A. You do not have the Manage Payroll Definition duty role.
- B. The weekly payroll has not been created in the worker's legislative data group.
- C. Your data role does not include a payroll security profile that includes the weekly payroll.
- D. The weekly payroll has not been enabled for the worker's PSU.

Answer: A,C

NEW QUESTION # 83

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

Answer: B

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 # 84

You have completed the setup of third parties and third-party payment methods for your company. However, you receive a notification that one of the third-party persons to whom an employee is making payment has changed his or her bank details. What action should you take to rectify this?

- A. Create a new third party and attach the new bank account details.
- B. Change the bank details on the involuntary deduction card.
- C. Correct the bank account details associated with the employee's personal payment method.
- **D. Search for the employee using the "Manage Third-Party Person Payment Methods" task and correct the bank details associated with the third-party person.**

Answer: D

Explanation:

In Oracle Payroll Cloud, third-party payments (e.g., garnishments or external payees) are managed separately from an employee's personal payment methods. When a third-party person's bank details change, the correction must be made using the "Manage Third-Party Person Payment Methods" task. This task allows you to search for the employee, locate the specific third-party person linked to their payroll, and update the bank details directly (Option B). Option A (involuntary deduction card) is incorrect because bank details for third parties are not maintained there; it's for deduction setup, not payment details. Option C (employee's personal payment method) is irrelevant, as this pertains to the employee's own payments, not third-party ones. Option D (creating a new third party) is unnecessary and inefficient, as the existing third-party record can simply be updated. This approach is outlined in Oracle's payroll payment management documentation.

NEW QUESTION # 85

Which legislative data group (LDG) description is incorrect?

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

Answer: A

NEW QUESTION # 86

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