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

Topic	Details
Topic 1	<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 2	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 4	<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>

Topic 5	<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 6	<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>

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## Oracle Payroll Cloud 2024 Implementation Professional Sample Questions (Q76-Q81):

### NEW QUESTION # 76

A customer wants to distribute the costs of a benefits element, which is at payroll relationship level, to employee earnings. How should you define the costing rules to meet this requirement?

- A. Create the costing of type "Costed" and because it is a relationship level element, it automatically distributes the costs over earnings elements.
- B. Create the costing as Fixed Costed on payroll relationship level element, because the element is at relationship level. It automatically distributes costs for earnings elements, which are at assignment level.
- **C. Create a distribution group with earnings elements and create the distributed costing on relationship level element.**
- D. You cannot distribute the costs of an element.

**Answer: C**

Explanation:

Comprehensive and Detailed in Depth Explanation:

To distribute costs of a benefits element (at payroll relationship level) to employee earnings in Oracle Payroll Cloud, you must create a distribution group containing the target earnings elements and configure distributed costing on the relationship-level element. This ensures costs are allocated proportionally across specified earnings. Option A ("Fixed Costed") does not support distribution to earnings, Option B is incorrect as cost distribution is possible, and Option C ("Costed") lacks the specificity of a distribution group, which is required for this scenario. The process is detailed in the "Costing Setup" section of the Oracle documentation.

### NEW QUESTION # 77

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

**Answer: C,D**

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 # 78

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

**Answer: D**

#### NEW QUESTION # 79

Which two seed job roles have access to the Setup and Maintenance work area and can access all payroll setup tasks? (Choose two.)

- A. Application Implementation Consultant
- **B. Payroll Manager**
- C. Payroll Interface Coordinator
- **D. Payroll Administrator**

**Answer: B,D**

#### NEW QUESTION # 80

You have run the payroll process and need to validate and audit the run results before moving on to processing the payment. Which report helps you in diagnosing the results?

- A. Balance Exception Report
- **B. Payroll Activity Report**
- C. Payroll Data Validation Report
- D. Payroll Balance Report

**Answer: B**

Explanation:

Comprehensive and Detailed in Depth Explanation:

The "Payroll Activity Report" is the primary tool in Oracle Payroll Cloud for validating and auditing payroll run results. This report provides a detailed breakdown of the payroll process, including earnings, deductions, taxes, and any errors or warnings encountered during the run. It is designed to help payroll administrators diagnose issues before finalizing payments. The "Balance Exception Report" (A) focuses on identifying discrepancies in balances, the "Payroll Balance Report" (B) summarizes balance totals rather than detailed diagnostics, and the "Payroll Data Validation Report" (D) is used for data setup validation, not run result auditing. The Oracle documentation highlights the Payroll Activity Report's role in the "Reviewing Payroll Results" section.

#### NEW QUESTION # 81

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