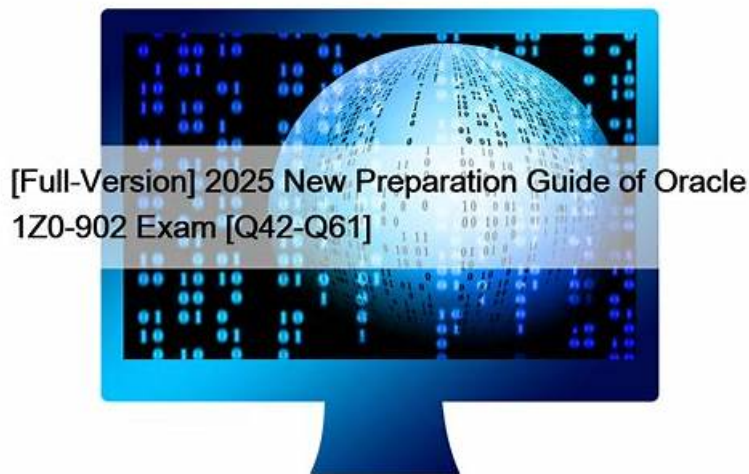


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Oracle 1Z0-1050-24 Exam Syllabus Topics:

Topic	Details

Topic 1	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 2	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 3	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.
Topic 4	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 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.

Oracle Payroll Cloud 2024 Implementation Professional Sample Questions (Q90-Q95):

NEW QUESTION # 90

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. You cannot distribute the costs of an element.
- B. Create the costing of type "Costed" and because it is a relationship level element, it automatically distributes the costs over earnings elements.
- C. Create a distribution group with earnings elements and create the distributed costing on relationship level element.
- D. 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.

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 # 91

A worker moves to a different legal employer within the same country. The HR uses performs a global transfer to meet this requirement.

What is the impact of the transfer on the worker's payroll relationship record?

- A. There is no impact.
- B. It depends on the customer's payroll statutory unit and tax reporting structure.
- C. It depends on the customer's payroll statutory unit and legal employer structure.
- D. The payroll relationship will be ended and a new relationship is created.

Answer: C

NEW QUESTION # 92

Which costing levels can you enter for an offset account?

- A. Position
- **B. Element Eligibility**
- C. Job
- D. Department

Answer: B

Explanation:

In Oracle Payroll Cloud, an offset account is used to balance costing entries (e.g., credits against debits). The costing levels available for defining an offset account are limited compared to regular cost accounts. The correct level is Element Eligibility (Option D), as offset accounts are tied to the eligibility rules of an element to ensure accurate balancing at that level. Options A (Department), B (Position), and C (Job) are valid for regular cost accounts but not specifically for offset accounts, which require a broader scope tied to the element's eligibility rather than organizational or job-specific levels. Oracle's costing hierarchy documentation specifies this distinction for offset accounts.

NEW QUESTION # 93

A court has issued an order for deductions to be taken from a worker's salary and paid to an ex-spouse. The court order includes instructions for the company to make payments directly to the ex-spouse and has included their bank details.

How should you enter these details into the application?

- A. This requirement cannot be met in cloud payroll; all such payments should be sent to the court.
- **B. Enter the bank details on the manage third-party person payment methods page.**
- C. Enter the bank details on personal payment methods page.
- D. Enter the bank details on a third-party organization page.

Answer: B

NEW QUESTION # 94

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

Answer: C

Explanation:

In Oracle Payroll Cloud, if an employee has not yet set up a personal payment method (e.g., due to a bank account transition), the system uses the default payment method defined at the payroll level. Typically, this default is set to check (Option D) unless otherwise configured. For an employee hired on 01-JAN-2016 without a personal payment method by the January payroll run, the system will issue a check payment, ensuring the employee is paid without delay. Option A (no payment) and Option B (process error) are incorrect, as the default method prevents such outcomes. Option C (cash payment via accounts payable) is not a standard payroll process. Oracle documentation confirms the use of the payroll's default payment method in such cases.

NEW QUESTION # 95

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