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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	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 3	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 4	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	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.

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Oracle Payroll Cloud 2024 Implementation Professional Sample Questions (Q70-Q75):

NEW QUESTION # 70

You have an earnings element with the latest entry date as "Last Standard Earning Date" without Proation enabled. When an employee is terminated in the middle of a pay period, how would the element be processed?

- **A. The element gets processed with prorated value.**
- B. The element gets processed with full value.
- C. The element does not get processed with because it gets end dated before the standard earning date and proratio is not enabled on this element.
- D. The element gets processed with zero value and a warning message is displayed.

Answer: A

NEW QUESTION # 71

You have run the payroll calculation and several workers have an error status. What action should you take to remove the payroll calculation results for all workers?

- A. Retry
- B. Mark for Retry
- **C. Rollback**
- D. Delete Records

Answer: C

Explanation:

Comprehensive and Detailed in Depth Explanation:

When a payroll calculation has been run and results in errors for some workers, the "Rollback" action is the appropriate step to remove all payroll calculation results and return the payroll run to a pre-processed state. This is critical when you need to correct data or configuration issues and rerun the entire payroll for consistency across all workers. "Retry" (A) is not a valid standalone action for removing results, "Mark for Retry" (B) is used to flag specific workers for reprocessing rather than removing all results, and "Delete Records" (D) is not a standard payroll flow action in Oracle Payroll Cloud. The rollback functionality ensures that no partial or erroneous results remain, as outlined in the Oracle Payroll Cloud documentation under "Payroll Process Management."

NEW QUESTION # 72

Your customer has some questions around the parameters that must be entered when running the prepayments process. From which two work areas can you access the prepayment process? (Choose two.)

- A. Accounting Distribution
- **B. Payment Distribution**
- **C. Payroll Checklist**
- D. Payroll Calculating

Answer: B,C

Explanation:

In Oracle Payroll Cloud, the Prepayments process prepares payroll data for payment distribution and can be accessed from two key work areas: Payment Distribution (Option A) and Payroll Checklist (Option D). The Payment Distribution work area allows users to submit the prepayments process directly as part of managing payment methods and distributions. The Payroll Checklist work area provides a task-based interface where prepayments can be scheduled or submitted as part of a payroll flow. Option B (Accounting

Distribution) is related to costing, not prepayments. Option C (Payroll Calculating) is a typo or misnomer; the correct area is "Payroll Calculation," but prepayments are not accessed from there—it's for calculation processes like Calculate Payroll. Oracle documentation confirms these access points.

NEW QUESTION # 73

You want to define your own rules for converting a rate value from one periodicity to another, such as from weekly to annual. How can you achieve this?

- A. You cannot define your own rules for converting from one periodicity to another.
- B. Define an indirect element, write a fast formula to convert the processed value and create the result for an indirect element.
- C. Create an additional input value, calculate the converted value outside the system, and enter it while creating an element entry.
- **D. Define your own Periodicity Conversion Rule and select it while creating the element.**

Answer: D

Explanation:

In Oracle Payroll Cloud, to customize rate conversions (e.g., weekly to annual), you can define a Periodicity Conversion Rule and select it during element creation (Option D). This feature allows you to specify custom conversion factors (e.g., multiplying a weekly rate by 52 for an annual rate) and apply them to the element's rate calculations. Option A (manual calculation) is inefficient and error-prone. Option B (indirect element with formula) is a workaround but not the intended method for periodicity conversion. Option C is incorrect, as Oracle explicitly supports custom conversion rules. Documentation confirms this functionality within element setup.

NEW QUESTION # 74

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

Answer: A

NEW QUESTION # 75

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