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Oracle 1Z0-1050-24 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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.
Topic 4	<ul style="list-style-type: none">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.
Topic 5	<ul style="list-style-type: none">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 6	<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 7	<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.

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Oracle Payroll Cloud 2024 Implementation Professional Sample Questions (Q106-Q111):

NEW QUESTION # 106

Which action should you take in a checklist to enable the process to be automatically re-processed?

- A. Skip
- B. Re Process
- C. Rollback
- D. Mark for Retry

Answer: D

Explanation:

Comprehensive and Detailed in Depth Explanation:

In Oracle Payroll Cloud, when a process fails or encounters an error within a payroll flow checklist, the system provides options to manage the errored tasks. The "Mark for Retry" action is specifically designed to flag a task for reprocessing without requiring a full rollback or manual intervention. This action enables the system to automatically attempt to reprocess the task in the next payroll run or when the flow is resubmitted, assuming the underlying issue (e.g., data correction) has been resolved. The "Re Process" option (B) is not a standard action in the checklist context, "Skip" (C) bypasses the task without reprocessing, and "Rollback" (D) reverses the entire process, which is unnecessary if only reprocessing is needed. This functionality is detailed in the Oracle Payroll Cloud documentation under the "Managing Payroll Flow Checklists" section, where it explains how to handle errored tasks efficiently.

NEW QUESTION # 107

Your customer's requirement is to pay employees within each of their three business units from a different bank account. Which three setup steps should you complete? (Choose three.)

- A. Write a formula to retrieve the employees' business unit details
- B. Create one organization payment method with three payment sources and define three payment method rules based on each business unit
- C. Create three organization payment methods each with a different payment source
- D. Create a Default Payer Element with a Payment Criteria input value

Answer: A,B,C

Explanation:

Comprehensive and Detailed in Depth Explanation:

To pay employees in three business units from different bank accounts in Oracle Payroll Cloud, you need: (1) "Create three organization payment methods each with a different payment source" (A) to define distinct bank accounts; (2) "Write a formula to retrieve the employees' business unit details" (C) to dynamically assign payment methods based on business unit; and (3) "Create one organization payment method with three payment sources and define three payment method rules based on each business unit" (D) to link the payment sources to business units via rules. Option B (Default Payer Element) is unrelated to this requirement. This is detailed in the "Payment Methods Setup" section.

NEW QUESTION # 108

When submitting a payroll flow, who is the owner of a task if no one has been indicated within the payroll flow definition?

- A. Any user with either the Payroll Administrator or Payroll Manager Role
- B. Any user with the Payroll Administrator role
- **C. The user that submitted the payroll flow**
- D. Any user with the Payroll Manager role

Answer: C

Explanation:

In Oracle Payroll Cloud, if no specific owner is indicated in the payroll flow definition, the user who submits the payroll flow becomes the default owner of the tasks within that flow (Option C). This ensures accountability and visibility for the submitter, who can then monitor and manage the flow's progress. Options A, B, and D (based on roles) are incorrect because ownership defaults to the individual submitter, not a role-based group, unless explicitly overridden in the flow definition (e.g., by assigning a group or role). Oracle documentation specifies this default behavior for flow ownership.

NEW QUESTION # 109

You have a requirement to stop the new entries from being created for an element and to continue the existing entries. How do you achieve this?

- A. End date the element definition.
- B. Delete the element definition and re-create it with a different effective date.
- C. You cannot achieve this requirement because you need to continue the existing element entries.
- **D. Change the effective date to the required date and select the "Closed for entry" check box.**

Answer: D

NEW QUESTION # 110

There are several flows showing on the payroll dashboard that are incomplete. What action should be taken to complete the flow and remove it from showing on the dashboard?

- A. From the Payroll Calculation Work Area, highlight the flow and select the delete flow action.
- **B. From the Payroll Calculation Work Area, highlight the flow and select the rollback all tasks action.**
- C. From the Payroll Calculation Work Area, highlight the flow and select the skip all tasks action.
- D. From the Payroll Calculation Work Area, highlight the flow and select the complete flow action.

Answer: B

NEW QUESTION # 111

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