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Oracle 1Z0-1050-24 Exam Syllabus Topics:

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

Oracle Payroll Cloud 2024 Implementation Professional Sample Questions (Q37-Q42):

NEW QUESTION # 37

You have a requirement to verify the costing results of a person in a particular payroll run.

In which three ways do you verify the costing results of a single person? (Choose three.)

- A. You can view the costing results from Statement of Earnings -> View Costing Results.
- B. You can use the OTBI - Payroll Run Costing Real Time subject area.
- C. You can run the Payroll Costing Report for a single person.
- D. You cannot view the costing results of a single person.

Answer: A,B,C

NEW QUESTION # 38

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 a distribution group with earnings elements and create the distributed costing on relationship level element.**
- C. you cannot distribute the costs of an 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: B

NEW QUESTION # 39

Your customer is running their weekly payroll, which includes a number of high-performing workers, who will be receiving a bonus. They want these workers to be able to view their payslip two days earlier than other workers on the weekly payroll. What action should be taken to meet this requirement?

- A. Using the payroll time definition, override the payslip availability date for the impacted workers.
- B. Navigate to the Document of Records (DOR) and override the payslip availability date for the impacted employees.
- **C. Create a payroll object group for the impacted workers and enter the overriding payslip availability date when submitting the payroll run.**
- D. It is not possible to override the payslip availability date for a subset of workers.

Answer: C

NEW QUESTION # 40

Which is the correct cost hierarchy used to build each account segment?

- **A. Element Entry, Person Element, Person Payroll, Position, Job, Department, Element Eligibility, Payroll.**
- B. Element Entry, Person Element, Person Payroll, Job, Position, Department, Payroll, Element Eligibility.
- C. Element Entry, Person Payroll, Person Element, Position, Job, Department, Payroll, Element Eligibility.
- D. Element Entry, Person Payroll, Person Element, Position, Job, Payroll, Department, Element Eligibility, Payroll.

Answer: A

NEW QUESTION # 41

You are creating a car allowance element. The rules for this allowance need to reference the salary balance. How can you meet this requirement?

- A. Create a balance feed to feed the salary balance to the car allowance element.
- B. Enter the salary balance value as an input value on the car allowance element.
- **C. Reference the database item and appropriate dimension for the salary balance in the allowance element formula.**
- D. Associate the salary balance to a calculation card and reference the calculation card in the allowance element formula.

Answer: C

Explanation:

In Oracle Payroll Cloud, to reference a salary balance in the rules for a car allowance element, the most direct and recommended method is to use a fast formula that references the database item (DBI) and the appropriate dimension of the salary balance (Option A). Database items provide real-time access to balance values (e.g., "Gross Earnings YTD"), and the dimension specifies the time period or scope (e.g., period-to-date, year-to-date). This approach allows the car allowance calculation to dynamically pull the salary balance without additional setup. Option B (calculation card) is not applicable, as calculation cards are for individual overrides, not balance references. Option C (balance feed) is used to feed one balance into another, not for direct formula references. Option D (manual input) is static and impractical for ongoing calculations. Oracle documentation supports using DBIs in formulas for this purpose.

NEW QUESTION # 42

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