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Oracle Payroll Cloud 2022 Implementation Professional

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QUESTION 1

You are testing the retropay process and enter a retrospective bonus entry for a worker. The bonus is calculated based on a percentage of the worker's salary. When you review the results of the retropay process you identify the bonus has not been included.

Identify two reasons why this is happening. (Choose two.)

- A. Retropay has not been enabled on the bonus element.
- B. Bonus element changes are not included in the retroactive event group.
- C. Retropay has not been enabled on the salary element.
- D. Element entry changes are not included in the retroactive event group.

Correct Answer: AB

QUESTION 2

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

Correct Answer: A

Reference: <https://apps2fusion.com/oracle-fusion-online-training/fusion-applications/fusion-payroll/1332-oracle-fusion-payroll-costing-part-1>

QUESTION 3

You created organization payment methods of type Check and EFT for your customer. However, they inform you that they only want to allow their employees to create personal payment methods of type EFT.

Which additional setup step must you also complete?

- A. Disable the payment type field from the personal payment method page.
- B. Create a formula to restrict payment types available to employees and attach it to the payroll user interface configuration user-defined table.
- C. Only attach organization payment methods of type EFT to the employees' payroll.
- D. Create an information element, with an input value to store the payment types available to employees.



Correct Answer: B

QUESTION 4

You notice that the Cost Center segment, which is defined using Manage Department Costing, has not been populated for an element in the costing results.

What are two reasons for this?

- A. There is no costing option defined for the element.
- B. The costing type is defined as Distributed for the element.
- C. Element is at Payroll relationship level and the costing type is defined as "Costed".
- D. The costing type on the element is defined as "Fixed Costed".

Correct Answer: AB

QUESTION 5

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 Payroll Batch Loader spreadsheet to manually enter batch data
- C. Using the HCM Data Loader to create batch data
- D. Using the Create New Balances for Employees task in Functional Setup Manager

Correct Answer: BC

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