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Oracle Payroll Cloud 2017 Implementation Essentials

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QUESTION 1

Which two statements regarding the relationship between legal entities, legal employers, and payroll statutory units (PSU) are correct? (Choose two.)

A. A legal employer can be associated with multiple PSUs.

B. PSUs are legal entities responsible for payroll tax and social insurance reporting.

C. Legal employers are legal entities responsible for paying workers.

D. A legal entity cannot be both a legal employee and a PSU.

Correct Answer: BC

QUESTION 2

A person has one Payroll Relationship and two assignments. Each assignment has two different departments. Each department is associated with a different cost center. You would like to transfer all the costs of this period to one cost center only.

Which two options achieve this requirement?

A. Define payroll costing with the cost center required.

B. Define element entry level costing for all elements for this person with the required cost center.

C. You cannot achieve this because the cost center is automatically picked up from the manage department costing.

D. Define the Person ?Payroll Relationship level costing with the required cost center so that all costs are changed to the same cost center.

Correct Answer: B

QUESTION 3

You have a requirement to restrict the entry on an input value such that the entered value is greater than 30 but less than 50. How do you achieve this?

A. Create a validation formula and attach it at the element eligibility level to validate the minimum and maximum of the input value at the time of entry.

B. Create a validation formula and attach it at the element level to validate the minimum and maximum of the input value at the time of entry.

C. In the element definition, enter minimum and maximum for the input value.

D. Create a validation formula and attach it at the element input value level to validate the minimum and maximum of the input value at the time of entry.

Correct Answer: D

QUESTION 4

You are currently reconciling a payroll run and are informed of a late starter who you would like included in the payments part of the main processing flow. Which feature should you use to achieve this?

A. Connecting Flows

B. Calling a Flow

C. Flow Linkage

D. Flow Interaction

Correct Answer: D

QUESTION 5

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. The payroll relationship will be ended and a new relationship is created.

B. There is no impact.

C. It depends on the customer\\'s payroll statutory unit and legal employer structure.

D. It depends on the customer\\'s payroll statutory unit and tax reporting structure.

Correct Answer: C

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