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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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