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QUESTION 1

You are creating a custom balance that needs to include run results of all elements associated with the regular earnings and supplemental earnings classifications. How should you define the balance feeds to meet this requirement?

- A. Create balance feeds for each element belonging to regular earnings and supplemental earnings classifications.
- B. This requirement cannot be met because a balance cannot be fed by elements from more than one element classification.
- C. Create a balance feed for the regular earnings classification and a balance feed for the supplemental earnings classification.
- D. Create balance feeds for each element belonging to regular earnings and supplemental earnings classifications but ensure the number of feeds does not exceed 250.

Correct Answer: C

QUESTION 2

Your customer has the finance system in a third party system and you have to send the payroll costing entries to a third party system. Which two options can be used to extract the data from Cloud Payroll system?

- A. You cannot extract the costing results from cloud payroll to send it to third party financials system.
- B. You can use the OTBI

Correct Answer: BC

QUESTION 3

Which statement accurately describes how you create a tax reporting unit (TRU)?

- A. When you identify a legal entity as a payroll statutory unit, the application transfers the legal reporting units that are associated with that legal entity to HCM as tax reporting units.
- B. You can identify a legal entity as a tax reporting unit.
- C. When you identify a legal entity as a legal employer, the application transfers the legal reporting units that are associated with that legal employer to HCM as tax reporting units.
- D. If you identify a legal entity as a payroll statutory unit, you will have the option to identify the payroll statutory unit as a tax reporting unit.

Correct Answer: A



QUESTION 4

Which option represents the costing hierarchy necessary to build a cost account when the element costing is defined with costing type as "Costed"?

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

Correct Answer: B

QUESTION 5

Your customer is using HCM cloud Absences Management.

Where is the absence information passed from absences to payroll held in the application?

- A. Absence information is not passed from cloud absences to cloud payroll
- B. Input values
- C. User-defined tables
- D. Calculation Card

Correct Answer: B

QUESTION 6

You have an employee tax deduction element that credits the same account for all employees irrespective of their home department. How do you define the costing rules to meet this requirement?

- A. You create Fixed Costing on tax deduction element
- B. You create the costing with distributed option
- C. You create the costing with "Costed" option on tax element
- D. You cannot meet this requirement because the costs are automatically apportioned to the respective departments

Correct Answer: A

QUESTION 7

If you encounter errors after transferring the batch using the Load Initial Balances process, what must you do?

- A. Correct the errors, create a new batch, validate and transfer the batch again



- B. Correct the errors, delete the batch, create a new batch, validate and transfer the batch again
- C. Perform a rollback, correct the errors, create a new batch, validate and transfer the batch again
- D. Undo the batch, correct the errors, validate and transfer the batch again

Correct Answer: D

QUESTION 8

A customer is implementing the two-tier employment model. At what level are payroll run results captured in cloud payroll?

- A. Work Relationship and Assignment
- B. Payroll Relationship only
- C. Payroll Relationship and Assignment
- D. Assignment only

Correct Answer: D

QUESTION 9

You have run the payroll calculation and several workers have an error status.

What action should you take to remove the payroll calculation results for all workers?

- A. Rollback
- B. Retry
- C. Delete Records
- D. Mark for Retry

Correct Answer: A

QUESTION 10

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

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



Correct Answer: A

QUESTION 11

Where would a payroll flow task retrieve its parameter information when selecting "Bind to Flow Parameter"?

- A. Derives the value from the output of the previous task
- B. Derives the value from the context of the current flow instance
- C. Derives the value from one of the task parameter values
- D. Derives the value from one of the flow pattern parameter values

Correct Answer: D

Reference: <https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update17d/faigp/setting-up-payroll-flow-patterns.html#FAIGP711763>
<https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update17d/faigp/settingup-payroll-flow-patterns.html>

QUESTION 12

Your customer's bonus payments are based on a percentage of salary. Therefore, salary must be calculated before bonus in the payroll run. How do you determine the element processing sequence within a payroll run?

- A. Use the default priority of the primary classification of the element.
- B. Alter the sequence of the elements on the element entries page.
- C. Set the effective process priority within the element entries page.
- D. Set the priority of the element on the element definition page.

Correct Answer: D

Reference: <https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update17d/oapay/calculate-validate-and-balance-payroll.html#OAPAY773683>

QUESTION 13

You are implementing retropay. You have created a retroactive event group to track the changes that need to be considered by the retropay process. To which feature should the retroactive event group be associated?

- A. Element
- B. Payroll definition
- C. Work relationship records
- D. Payroll relationship records



Correct Answer: A

Reference: https://docs.oracle.com/cd/E51367_01/globalop_gs/FAIGP/F1427200AN19C77.htm

QUESTION 14

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 a Default Payer Element with a Payment Criteria input value.
- C. Create one organization payment method with three payments sources and define three payment method rules based on each business unit.
- D. Create three organization payment methods each with a different payment source.

Correct Answer: BCD

QUESTION 15

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

Correct Answer: D

Reference: https://docs.oracle.com/cd/A60725_05/html/comnls/us/per/defelw01.htm

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