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Oracle Payroll Cloud 2017 Implementation Essentials

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QUESTION 1

What are three important considerations when you create your batch data to initialize employee balances?

- A. You must use the same date for all batch detail lines.
- B. You must create your batches by Legislative Data Group.
- C. You must include all balances for one employee within one batch.
- D. You must initialize balances before you run any payroll processes.

Correct Answer: BCD

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

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 4



If the status of a task on the checklist is "On Hold", what actions can be taken against that task?

- A. Mark for Retry
- B. Skip, Retry, and Submit
- C. Resubmit, Force Resubmit, and Skip
- D. Resubmit, Rollback, and Skip

Correct Answer: B

QUESTION 5

A customer's organization has a grade structure with four grades -C1, C2, C3, and C4. You have a car allowance element, which is at Assignment level, for which only the employees with grade C3 and C4 are eligible. You should not be able to create an element entry for employees with grades C1 and C2.

How do you define the element eligibility for Car Allowance element?

- A. You cannot meet the requirement as you cannot create element eligibility using grade as the eligibility criteria.
- B. Define multiple element eligibilities using grade C1, C2, C3, and C4, but create an element entry only for employees with grades C3 and C4.
- C. Define the element eligibility as an Open Eligibility and create an element entry only for employees with grades C3 and C4.
- D. Define multiple element eligibilities using grade C3 and C4.

Correct Answer: C

QUESTION 6

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

- A. Derives the value from a SQL Bind
- B. Derives the value from the output of the previous task
- C. Derives the value from the context of the current flow instance
- D. Derives a specific value to the parameter as entered by the user

Correct Answer: B

QUESTION 7

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

Correct Answer: B

QUESTION 8

A customer has asked for notifications to be sent for tasks within a flow pattern. Notifications can be sent based on the statuses of the flow task.

Which option should the task statuses that are supported?

- A. Error, Warning, Complete
- B. Error or Warning
- C. Error, Warning, Complete, In Progress
- D. All statuses

Correct Answer: C

QUESTION 9

Your company wants to pay its employees from company bank account A and their third parties from company bank account B. What is the recommended approach for this?

- A. Ensure you run the prepayments process separately for your employees and your third parties.
- B. Create one organization payment method with two payment sources and configure the usage for each payment source within the payment method rules table.
- C. Write a formula to select the correct bank account for employees and third parties.
- D. Create two personal payment methods for each of your employees: one for their salary payments and one for their third-party payments.

Correct Answer: B

QUESTION 10

When defining your customer's monthly payroll, they ask you to set the cut-off date for their monthly payroll to five days before the period end date.



What is the impact of the cut-off date on payroll processing?

- A. The cut-off date triggers the automatic submission of the payroll calculation
- B. The cut-off date is for informational purposes only.
- C. The application restricts HR users from entering data after the payroll cut-off date.
- D. The application restricts Payroll users from entering data after the payroll cut-off date.

Correct Answer: B

QUESTION 11

Your customer is using HCM cloud Absences. Where is the absence information passed from absences to payroll held in the application?

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

Correct Answer: C

QUESTION 12

You defined the department costing information after the Calculate Payroll process is run that creates the costing results also. You noticed that the department costing information is not created for the employees who are in that department.

What should you do to ensure the department costing information is reflected for those employees without rolling back and rerunning the Calculate Payroll?

- A. You roll back only the costing process and rerun it.
- B. You run the Calculate Retroactive Costing process to recalculate costs for retroactive changes to costing setups.
- C. You cannot rectify the costing results after they are created.
- D. You do the adjustments in General Ledger because you cannot do changes in the costing results.

Correct Answer: B

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