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Oracle Payroll Cloud 2019 Implementation Essentials

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QUESTION 1

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. Write a formula to select the correct bank account for employees and 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. Create two personal payment methods for each of your employees: one for their salary payments and one for their third-party payments.
- D. Ensure you run the prepayments process separately for your employees and your third parties.

Correct Answer: D

QUESTION 2

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

Correct Answer: A

QUESTION 3

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 person to one cost center only.

Which two options achieve the requirement? (Choose two.)

- A. Define payroll costing with the cost center required
- B. Define the Person – Payroll Relationship level costing with the required cost center so that all costs are charged to the same cost center

- C. You cannot achieve this because the cost center is automatically picked up from the manage department costing
- D. Define element entry level costing for all elements for this person with the required cost center

Correct Answer: AD

QUESTION 4

A customer's organization has three Business Units ?BU1, BU2, and BU3. You have an Onsite Allowance element, which is at Assignment level, for which only the employees in BU2 and BU3 are eligible.

How do you define the element eligibility for Onsite Allowance element so that the element entry is restricted only for BU2 and BU3?

- A. Onsite Allowance element should be defined as the Payroll Relationship level element so that the element eligibility can be defined using Business Unit as the criteria.
- B. Define multiple element eligibilities using BU2 and BU3 for Business Unit criteria.
- C. You cannot meet the requirement as you cannot create element eligibility using business unit as the eligibility criteria.
- D. Define the element eligibility as an Open Eligibility and create an element entry only for employees with BU2 and BU3.

Correct Answer: C

QUESTION 5

You have run payroll process and need to validate and audit the run results before moving on to processing the payment. Which report helps you in diagnosing the results?

- A. Payroll Activity Report
- B. Balance Exception Report
- C. Payroll Data Validation Report
- D. Payroll Balance Report

Correct Answer: A

Reference: <https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update17d/oapay/calculate-validate-and-balance-payroll.html#OAPAY775957><https://docs.oracle.com/en/cloud/saas/globalhuman-resources/r13-update17d/oapay/calculate-validate-and-balance-payroll.html>