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QUESTION 1

You are creating a new non-recurring element. Assume proration is available in the legislation where the element has been created. Identify the two ways in which proration of an element can be achieved.

- A. Write a separate proration formula and attach the proration formula to the element definition.
- B. Embed the proration calculation within the payroll formula and attach the proration group to the element definition.
- C. Attach retro event group to the element definition.
- D. Only recurring elements can be prorated, hence create recurring element for proration.
- E. Create input values as effective start date and effective end date to enable proration for that element.

Correct Answer: BE

QUESTION 2

Identify two functions for an Element Set that is of type Customization Set.

- A. To restrict the elements that can be entered or viewed on a configured version of the Element Entries window
- B. To specify the elements for which the RetroPay By Element process must be run
- C. To specify the elements for which the Payroll Run process must be run
- D. To specify the elements to be entered for assignments using Batch Element Entry in Batch Assignment window
- E. To define the Elements over which the costs of other elements are distributed in the Element Link window

Correct Answer: AD

Customization Sets are used to restrict the elements that can be entered or viewed on a customized version of the Element Entries window and can be used in BEE as well

Note: You can use a Customization set to:

*

Restrict the elements that can be entered or viewed on a configured version of the Element Entries window. (A)

*

Specify the elements to be entered for assignments using BEE in the Batch Assignment Entry window. (D)

*

Prevent users updating entry values in the Element Entries window for a group of elements. You select the element set in the HR:Non-Updateable Element Set user profile option.

*



Restrict the elements displayed in the Compensation Activity view in SSHR. You select this element set in the Element Set Name user profile option.

QUESTION 3

Company XYZ requires Leave of Absence to be approved by any member of the HR team. Identify the action that can be used to address this requirement.

- A. One Dynamic Approval Group with Voting method as parallel
- B. One Dynamic Approval Group with Voting method as First Responder Wins
- C. Multiple Dynamic Approval Group with Voting method as Serial
- D. One Dynamic Approval Group with Voting method as Consensus
- E. Multiple Dynamic Approval Group with Voting method as parallel

Correct Answer: B

An approver group has a voting regime assigned to it. A voting regime determines the order in which a group's members are notified, and how the group makes approval decisions. The following four regimes are available:

*

First-Responder-Wins Voting

In first-responder-wins voting, the members are notified in parallel. The response of the first member to respond to the notification requesting approval becomes the group's approval decision. AME logs the responses of the remaining group

members, but otherwise ignores their responses. Members' order numbers are ignored in this instance.

*

Serial Voting

In serial voting, the members are notified one after the other, in an order consistent with the members' order numbers. AME breaks ties arbitrarily. All members must approve for the group to approve.

*

Consensus Voting

In consensus voting, the members are notified in parallel. All members must approve for the group to approve. Members' order numbers are ignored in this instance.

*

Order-Number Voting

In order-number voting, the members are notified in the order of their order numbers. Members having the same order numbers are notified in parallel. All members must approve for the group to approve.



QUESTION 4

Identify three prerequisites to implement Total Compensation Statement. (Choose three.)

- A. Salary Administration should have been implemented.
- B. If the compensation items have been mapped to recurring element entries, then employees must be assigned to a payroll.
- C. If the total compensation statement includes recurring element entries, then the payroll to which employees are assigned must have valid pay periods.
- D. General Ledger and Cash management should have been implemented.
- E. Organization should have more than 200 employees.

Correct Answer: ABC

QUESTION 5

In Core HR, an applicant was created on 1-JUL-2009 with applicant status Accepted. On 20-JUL-2009 the same applicant was hired in the system with the hire date set as 20-Jul-2009. No other transactions were done for this person. The hire date now needs to be changed to 10-Jul-2009. How can this be done?

- A. Date Track to 20-Jul-2009 and update the latest start date field with the new hire date.
- B. Date Track to 10-3JUL-2009 and update the latest start date field with the new hire date.
- C. Date track to 01-Jul-2009 and update the latest start date field with the new hire date.
- D. Date track to 10-JUL-2009. Click Cancel application and re-hire the employee on 10-Jul-2009.
- E. Date track to 10-JUL-2009. Click Delete and select the DELETE-NEXT-CHANGE date track option. Save the changes and re-hire the employee on 10-Jul-2009.

Correct Answer: E

Answer A is wrong as you can't update the record on 20th as on 10th the status is application.

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