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Oracle Payroll Cloud 2019 Implementation Essentials

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QUESTION 1

Your customer pays their workers on a semi-monthly payroll frequency. To save costs, the customer is changing their company policy and effective from 1st January, all workers will be paid on a monthly.

What action should you take to implement this change?

- A. Create a new monthly payroll definition and transfer the workers from the semi-monthly payroll to the monthly payroll.
- B. Create a new monthly payroll definition, end date the workers employment records associated with the semi-monthly payroll, create new employment records for the workers and associate these to the monthly payroll.
- C. Navigate to the semi-monthly payroll and update the Date Paid field on the payroll time periods to reflect the new monthly payment dates.
- D. Navigate to the semi-monthly payroll and update the Start and End Dates on the payroll time periods to reflect the new monthly payroll period dates.

Correct Answer: B

QUESTION 2

Which delivered report can be used to verify the details of all payments made to third-parties?

- A. Payroll Activity Report
- B. Payment Register Report
- C. Third-Party Invoice Listing
- D. Third-Party Payment Register

Correct Answer: B

Reference: <http://www.oracle.com/webfolder/technetwork/tutorials/tutorial/cloud/r13/wn/r13-wf-rewardswn.htm>

QUESTION 3

What happens if the costing process does not find a value for a segment defined as mandatory, and you create a suspense account at Payroll level?

- A. Costing results are placed into suspense account
- B. No costing results are created for the person
- C. Calculation displays an error, and the person's results are not costed
- D. Costing results display a blank (null) value in the segment

Correct Answer: A

QUESTION 4

You are creating a car allowance element. The rules for this allowance need to reference the salary balance.

How can you meet this requirement?

- A. Enter the salary balance value as an input value on the car allowance element.
- B. Associate the salary balance to a calculation card and reference the calculation card in the allowance element formula.
- C. Create a balance feed to feed the salary balance to the car allowance element.
- D. Reference the database item and appropriate dimension for the salary balance in the allowance element formula.

Correct Answer: D

QUESTION 5

Your customer is running their weekly payroll, which includes a number of high-performing workers, who will be receiving a bonus. They want these workers to be able to view their payslip two days earlier than other workers on the weekly payroll.

What action should be taken to meet this requirement?

- A. Using the payroll time definition, override the payslip availability date for the impacted workers.
- B. It is not possible to override the payslip availability date for a subset of workers.
- C. Navigate to the Document of Records (DOR) and override the payslip availability date for the impacted employees.
- D. Create a payroll object group for the impacted workers and enter an overriding payslip availability date when submitting the payroll run.

Correct Answer: D

QUESTION 6

You are using a third-party time product and want to import time to Fusion Payroll using the time interface.

What steps should you take?

- A. Import time card entries by submitting the Load Time Card process from the Time and Labor work area.
- B. Import element entries using the Batch Loader task in the Payroll Administration work area.
- C. Import time card entries by submitting the Load Time Card Batches process from the Payroll Checklist or Payroll Administration work areas.

D. Import time entries using the Batch Loader task in the Payroll Administration work area.

Correct Answer: C

Reference: <https://docs.oracle.com/en/cloud/saas/applications-common/r13-update17d/faihm/timeabsence-and-pension-data-for-payroll.html#FAIHM1628075>

QUESTION 7

How should you change the order of the task displayed within the payroll flows checklist?

- A. Amend both the sequence of the tasks on the task definition page and the task
- B. Amend the task sequence on the task sequencing page.
- C. Amend the sequence of the tasks within the task definition page.
- D. Amend both the task sequence on the task sequencing page and the sequence within the edit task details page.

Correct Answer: B

QUESTION 8

What happens if the costing process does not find a value for a segment defined as mandatory, and you have not created a suspense account at Payroll level?

- A. Calculation displays an error, and the person's results are not costed
- B. No costing results are created for the person
- C. Costing results are placed into a suspense account
- D. Costing results displays a blank (null) value in the segment

Correct Answer: C

QUESTION 9

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 10

You need to enter bank account details for the employees within your company.

Which task should you use to do this?

- A. Manage Third-Party Person Payment Methods
- B. Manage Personal Payment Methods
- C. Manage Element Entries
- D. Manage Organization Payment Methods

Correct Answer: B

QUESTION 11

You want to define your own rules for converting a rate value from one periodicity to another, such as from weekly to annual.

How can you achieve this?

- A. Define an indirect element, write a fast formula to convert the processed value and create the result for an indirect element.
- B. Define your own Periodicity Conversion Rule and select it while creating the element.
- C. Create an additional input value, calculate the converted value outside the system, and enter it while creating an element entry.
- D. You cannot define your own rules for converting from one periodicity to another.

Correct Answer: C

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

Which costing levels can you enter for an offset account?

- A. Job
- B. Element Eligibility
- C. Department
- D. Position

Correct Answer: B

Reference: <https://docs.oracle.com/en/cloud/saas/global-human-resources/18b/faipc/payrollcosting.html#FAIPC1255854>

QUESTION 14

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>

QUESTION 15

You have an earnings element with the latest entry date as "Last Standard Earning Date" without Proration enabled.

When an employee is terminated in the middle of a pay period, how would the element be processed?

- A. The element gets processed with zero value and a warning message is displayed
- B. The element gets processed with prorated value
- C. The element gets processed with full value
- D. The element does not get processed because it gets end dated before the standard earning date and proration is not

enabled on this element

Correct Answer: B

Reference: https://docs.oracle.com/cd/E51367_01/globalop_gs/FAIGP/F1427197AN15697.htm

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