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Oracle Payroll Cloud 2022 Implementation Professional

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**QUESTION 1**

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 2

Which two delivered reports can be used to view the results of a payroll run immediately after running the Calculate Payroll process? (Choose two.)

- A. Payroll Balance Report
- B. Payroll Register Report
- C. Payroll Activity Report
- D. Payment Register Report

Correct Answer: AC

Reference: https://docs.oracle.com/cd/E60665_01/globalcs_gs/OAPAY/F1427133AN1BE47.htm

QUESTION 3

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 4

A customer wants to distribute the costs of a benefits element, which is at payroll relationship level, to employee earnings. How should you define the costing rules to meet this requirement?

- A. Create the costing of type "Costed" and because it is a relationship level element, it automatically distributes the costs over earnings elements.
- B. Create a distribution group with earnings elements and create the distributed costing on relationship level element.
- C. you cannot distribute the costs of an element.
- D. Create the costing as Fixed Costed on payroll relationship level element, because the element is at relationship level. It automatically distributes costs for earnings elements, which are at assignment level.

Correct Answer: B

QUESTION 5

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>

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