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Oracle Payroll Cloud 2019 Implementation Essentials

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**QUESTION 1**

What three options should be considered while defining a costing key flexfield structure?

- A. Required and Optional Segments
- B. GL Accounting key flexfield structure
- C. Value sets for the segments
- D. Cost hierarchy levels enabled to populate each cost account segment

Correct Answer: ACD

Reference: https://docs.oracle.com/cd/E51367_01/globalop_gs/FAIGP/F1427204AN1E085.htm

QUESTION 2

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 3

You are testing the retropay process and enter a retrospective bonus entry for a worker. The bonus is calculated based on a percentage of the worker's salary. When you review the results of the retropay process you identify the bonus has not been included.

Identify two reasons why this is happening. (Choose two.)

- A. Retropay has not been enabled on the bonus element.
- B. Bonus element changes are not included in the retroactive event group.
- C. Retropay has not been enabled on the salary element.
- D. Element entry changes are not included in the retroactive event group.



Correct Answer: AB

QUESTION 4

When a customer runs a payroll, it creates payroll run actions for all workers included in the process.

On which employment record are the process actions created?

- A. Payroll Relationship only
- B. Assignment, Work Relationship
- C. Assignment only
- D. Assignment, Payroll Relationship

Correct Answer: A

QUESTION 5

You have an employee tax deduction element that credits the same account for all employees irrespective of their home department.

How do you define the costing rules to meet this requirement?

- A. You create Fixed Costing on tax deduction element
- B. You create the costing with distributed option
- C. You create the costing with "Costed" option on tax element
- D. You cannot meet this requirement because the costs are automatically apportioned to the respective departments

Correct Answer: A

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