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Oracle Payroll Cloud 2022 Implementation Professional

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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

The customer requires that a team of payroll clerks be able to view the output of a task submitted by another user. Which Owner Type should be configured against the task?

- A. All
- B. User
- C. Active Users
- D. Group

Correct Answer: B

Reference: https://docs.oracle.com/cd/B28359_01/server.111/b28310/views001.htm#ADMIN11774

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

You are currently reconciling a payroll run and are informed of a late starter who you would like included in the payments part of the main processing flow. Which feature should you use to achieve this?

- A. Connecting Flows
- B. Flow Linkage
- C. Flow Interaction
- D. Calling a Flow

Correct Answer: C

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

QUESTION 5

Your customer is using HCM cloud Absences Management.

Where is the absence information passed from absences to payroll held in the application?

- A. Absence information is not passed from cloud absences to cloud payroll
- B. Input values
- C. User-defined tables
- D. Calculation Card

Correct Answer: B

QUESTION 6

What are three important considerations when you create your batch data to initialize employee balances? (Choose three.)

- A. You must create your batches by Legislative Data Group
- B. You must use the same date for all batch detail lines
- C. You must initialize balances before you run any payroll processes
- D. You must include all balances for one employee within one batch

Correct Answer: ABD

**QUESTION 7**

When defining your customer's monthly payroll, they ask you to set the cut-off date for their monthly payroll to five days before the period end date. What is the impact of the cut-off date on payroll processing?

- A. The cut-off date is for informational purposes only
- B. The cut-off date triggers the automatic submission of the payroll calculation
- C. The application restricts Payroll users from entering data after the payroll cut-off date
- D. The application restricts HR users from entering data after the payroll cut-off date

Correct Answer: B

QUESTION 8

You are a payroll customer but when you have created an earnings element using the Manage Elements feature it has not created a pay value input value. What is the reason for this?

- A. The selected extension in Manage Features by Country or Territory was set to "Payroll Interface".
- B. The selected extension in Manage Features by Country or Territory was set to "Human Resources or None".
- C. The earnings element template always creates "Pay Value" as the input value.
- D. The selected extension in Manage Features by Country or Territory was set to "Payroll".

Correct Answer: B

QUESTION 9

Which status should you select for your flow pattern so it is available under "Submit a Payroll Flow"?

- A. Active. Payroll Flow
- B. Active. Process, Report, or Payroll Flow
- C. Active. Process or Report
- D. Active. Flow Pattern Submission

Correct Answer: B

QUESTION 10

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/payroll-costing.html#FAIPC1255854>

QUESTION 11

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 12

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 13

Which legislative data group (LDG) description is incorrect?

A. An LDG can be associated to multiple cost allocation key flexfield structures

B. An LDG marks a legislation in which payroll is processed



- C. An LDG is associated with a legislative code and currency
- D. An LDG can contain many legal entities that act as payroll statutory units

Correct Answer: A

QUESTION 14

A worker's payroll frequency changes from weekly to monthly. What action should you take?

- A. End the weekly payroll record for the worker and add a new monthly payroll record.
- B. Update the weekly payroll definition and change the calendar to a weekly frequency.
- C. Transfer the worker from the weekly payroll to the monthly payroll.
- D. Terminate the worker's assignment record associated to the weekly payroll. Create a new assignment record and associate it to the monthly payroll.

Correct Answer: A

QUESTION 15

You notice that the Cost Center segment, which is defined using Manage Department Costing, has not been populated for an element in the costing results.

What are two reasons for this?

- A. There is no costing option defined for the element.
- B. The costing type is defined as Distributed for the element.
- C. Element is at Payroll relationship level and the costing type is defined as "Costed".
- D. The costing type on the element is defined as "Fixed Costed".

Correct Answer: AB

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