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Oracle Payroll Cloud 2018 Implementation Essentials

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QUESTION 1

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

Correct Answer: B

QUESTION 2

You have an earnings element with the latest entry date as "Last Standard Earning Date" without Proation 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 full value.
- B. The element gets processed with prorated value.
- C. The element does not get processed with because it gets end dated before the standard earning date and proratio is not enabled on this element.
- D. The element gets processed with zero value and a warning message is displayed.

Correct Answer: B

QUESTION 3

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 4



You hire an employee on 01-JAN-2016. The employee is in the process of moving bank accounts and is yet to create a personal payment method. How will the employee receive their payroll payment for the month of January?

- A. They will be paid by check, because this is the default payment method on the employee's payroll.
- B. They won't receive payment until they have created a personal payment method.
- C. A cash payment request will be sent to accounts payable, and the employee will be paid in cash.
- D. The payment process will error and they will not receive payment for the month of January.

Correct Answer: A

QUESTION 5

A customer's organization has three Business Units ?BU1, BU2, and BU3. You have an Onsite Allowance element, which is at Assignment level, for which only the employees in BU2 and BU3 are eligible. How do you define the element eligibility for Onsite Allowance element so that the element entry is restricted only for BU2 and BU3?

- A. You cannot meet the requirement as you cannot create element eligibility using business unit as the eligibility criteria.
- B. Onsite Allowance element should be defined as the Payroll Relationship level element so that the element eligibility can be defined using Business Unit as the criteria.
- C. Define the element eligibility as an Open Eligibility and create an element entry only for employees with BU2 and BU3.
- D. Define multiple element eligibilities using BU2 and BU3 for Business Unit criteria.

Correct Answer: A

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