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Oracle Payroll Cloud 2019 Implementation Essentials

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QUESTION 1

Which two statements regarding the relationship between legal entities, legal employers, and payroll statutory units (PSU) are correct? (Choose two.)

A. A legal employer can be associated with multiple PSUs

B. A legal entity can be both a legal employer and a PSU

C. Legal entities responsible for paying workers

D. PSUs are legal entities responsible for payroll tax and social insurance reporting

Correct Answer: CD

Reference: https://docs.oracle.com/en/cloud/saas/financials/r13-update17d/faigl/legalentities.html#FAIGL1453110

QUESTION 2

Whilst testing the payroll ran, five workers went into error status. The remaining 10,000 workers completed successfully. You have reviewed and corrected the underlying issues for the five workers and now need to correct their payroll results.

What action should you take?

A. Process Payroll

B. Mark erred workers for retry and retry the payroll.

C. Rollback the payroll run and reprocess

D. Manually update the payroll run status for each worker from error to complete.

Correct Answer: B

QUESTION 3

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 4

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 5

Which is the correct cost hierarchy used to build each account segment?

A. Element Entry, Person Element, Person Payroll, Position, Job, Department, Element Eligibility, Payroll.

B. Element Entry, Person Payroll, Person Element, Position, Job, Department, Payroll, Element Eligibility.

C. Element Entry, Person Payroll, Person Element, Position, Job, Payroll, Department, Element Eligibility, Payroll.

D. Element Entry, Person Element, Person Payroll, Job, Position, Department, Payroll, Element Eligibility.

Correct Answer: A

Reference: https://apps2fusion.com/oracle-fusion-online-training/fusion-applications/fusion-payroll/1332oracle-fusion-payroll-costing-part-1

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