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Oracle Payroll Cloud 2019 Implementation Essentials

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QUESTION 1

You want to give a user access to run a specific shipped payroll process or report.

Which three actions should you perform?

- A. Define a payroll flow security profile that includes the flow for the specific process or report, and then assign it to the data role attached to the user.
- B. Give the user the functional privilege to run the specific process or report through a job or abstract role.
- C. Enable the process or report on the Manage Payroll Flow Pattern page.
- D. Regenerate the data role attached to the user.

Correct Answer: ACD

QUESTION 2

You have a requirement to control the values of one input value from another input value.

How do you achieve this?

- A. You cannot achieve this because interdependency on input values is not possible.
- B. You can achieve this requirement using the table-validated values sets.
- C. You can achieve this requirement using the independent and dependent value sets on input values.
- D. You can achieve using lookups.

Correct Answer: D

QUESTION 3

You have a requirement to stop the new entries from being created for an element and to continue the existing entries. How do you achieve this?

- A. You cannot achieve this requirement because you need to continue the existing element entries.
- B. Delete the element definition and re-create it with a different effective date.
- C. End date the element definition.
- D. Change the effective date to the required date and select the "Closed for entry" check box.

Correct Answer: D

Reference: https://docs.oracle.com/cd/A60725_05/html/comnls/us/per/defelw01.htm

**QUESTION 4**

You are creating a custom balance that needs to include run results of all elements associated with the regular earnings and supplemental earnings classifications.

How should you define the balance feeds to meet this requirement?

- A. Create balance feeds for each element belonging to regular earnings and supplemental earnings classifications.
- B. This requirement cannot be met because a balance cannot be fed by elements from more than one element classification.
- C. Create a balance feed for the regular earnings classification and a balance feed for the supplemental earnings classification.
- D. Create balance feeds for each element belonging to regular earnings and supplemental earnings classifications but ensure the number of feeds does not exceed 250.

Correct Answer: C

QUESTION 5

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

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