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Oracle Payroll Cloud 2017 Implementation Essentials

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QUESTION 1

Where would a payroll flow task retrieve its parameter information when selecting "Bind to Flow Task Parameter"?

A. Derives the value from a SQL Bind

B. Derives the value from the output of the previous task

C. Derives the value from the context of the current flow instance

D. Derives a specific value to the parameter as entered by the user

Correct Answer: B

QUESTION 2

Your company wants to pay its employees from company bank account A and their third parties from company bank account B. What is the recommended approach for this?

A. Ensure you run the prepayments process separately for your employees and your third parties.

B. Create one organization payment method with two payment sources and configure the usage for each payment source within the payment method rules table.

C. Write a formula to select the correct bank account for employees and third parties.

D. Create two personal payment methods for each of your employees: one for their salary payments and one for their third-party payments.

Correct Answer: B

QUESTION 3

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

QUESTION 4

You have run the payroll calculation and several workers have an error status.

What action should you take to remove the payroll calculation results for all workers?

A. Delete Records

B. Rollback

C. Retry

D. Mark for Retry

Correct Answer: B

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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