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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. 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 2

There are several flows showing on the payroll dashboard that are incomplete. What action should be taken to complete the flow and remove it from showing on the dashboard?

A. From the Payroll Calculation Work Area, highlight the flow and select the complete flow action.

B. From the Payroll Calculation Work Area, highlight the flow and select the delete flow action.

C. From the Payroll Calculation Work Area, highlight the flow and select the skip all tasks action.

D. From the Payroll Calculation Work Area, highlight the flow and select the rollback all tasks action.

Correct Answer: D

QUESTION 3

You are testing the retropay process and enter a retrospective bonus entry for a worker. The bonus is calculated based on a percentage of the worker\'s salary. When you review the results of the retropay process you identify the bonus has not been included.

Identify two reasons why this is happening. (Choose two.)

A. Retropay has not been enabled on the bonus element.

B. Bonus element changes are not included in the retroactive event group.

C. Retropay has not been enabled on the salary element.

D. Element entry changes are not included in the retroactive event group.

Correct Answer: AB

QUESTION 4

A person has one Payroll Relationship and two assignments. Each assignment has two different departments. Each department is associated with a different cost center. You would like to transfer all the costs of this person to one cost center only.

Which two options achieve the requirement? (Choose two.)

A. Define payroll costing with the cost center required

B. Define the Person

Correct Answer: AD

QUESTION 5

What three options should be considered while defining a costing key flexfield structure? (Choose three.)

A. Value sets for the segments

B. Cost hierarchy levels enabled to populate each cost account segment

C. segments required for the offset account

D. GL Accounting key flexfield structure

Correct Answer: ABC

QUESTION 6

Your customer is using Fusion Absences and wants to send absence information through to Fusion Global Payroll so that it can be proceed. Aside from creating your absence elements and an absence plan, which two steps do you need to complete? (Choose two.)

A. Create an Absence Calculation Card to store the absence details.

B. Create element eligibility for your absence elements.

C. Manually enter the absence units in the employees element entry.

D. Select the "Transfer absence payment Information for payroll processing"Checkbox and attach the absence element to the absence plan.

Correct Answer: AD

QUESTION 7

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. 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.

B. Define multiple element eligibilities using BU2 and BU3 for Business Unit criteria.

C. You cannot meet the requirement as you cannot create element eligibility using business unit as the eligibility criteria.

D. Define the element eligibility as an Open Eligibility and create an element entry only for employees with BU2 and BU3.

Correct Answer: C

QUESTION 8

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 9

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 10

Which statement accurately describes how you create a tax reporting unit (TRU)?

A. When you identify a legal entity as a payroll statutory unit, the application transfers the legal reporting units that are associated with that legal entity to HCM as tax reporting units.

B. You can identify a legal entity as a tax reporting unit.

C. When you identify a legal entity as a legal employer, the application transfers the legal reporting units that are associated with that legal employer to HCM as tax reporting units.

D. If you identify a legal entity as a payroll statutory unit, you will have the option to identify the payroll statutory unit as a tax reporting unit.

Correct Answer: A

QUESTION 11

You have run payroll process and need to validate and audit the run results before moving on to processing the payment. Which report helps you in diagnosing the results?

A. Payroll Activity Report

B. Balance Exception Report

C. Payroll Data Validation Report

D. Payroll Balance Report

Correct Answer: A

Reference: https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update17d/oapay/calculate-validate-and-balance-payroll.html#OAPAY775957https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update17d/oapay/calculate-validate-and-balance-payroll.html

QUESTION 12

Which option represents the costing hierarchy necessary to build a cost account when the element costing is defined with costing type as "Costed"?

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

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

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

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

Correct Answer: B

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QUESTION 13

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 14

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 15

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

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