



CERTKILLERS

Oracle

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Oracle Payroll Cloud 2021 Implementation Essentials

QUESTION & ANSWERS

Question #:1

A line manager has hired a worker who will be paid on a weekly basis. What navigation path should the payroll user take to enter the weekly payroll details for the worker?

- A. Manage Work Relationship > Work Relationship Record
- B. Manage Work Relationship > Assignment Record
- C. Manage Payroll Relationship > Assignment Record
- D. Manage Payroll Relationship > Payroll Relationship Record

Answer: C

Question #:2

Which status should you select for your flow pattern so it is available under “Submit a Payroll Flow”?

- A. Active. Payroll Flow
- B. Active. Process of Report
- C. Active. Flow Pattern Submission
- D. Active. Process. Report, or Payroll Flow

Answer: D

Question #:3

A customer’s organization has a grade structure with four grades – C1, C2, C3, and C4. You have a car allowance element, which is an Assignment level, for which only the employees with grade C3 and C4 are eligible. You should not be able to create an element entry for employees with grades C1 and C2.

How do you define the element eligibility for Car Allowance element?

- A. You cannot meet the requirement as you cannot create element eligibility using grade as the eligibility criteria.
- B. Define multiple element eligibilities using grade C1, C2, C3, and C4, but create an element entry only for employees with grades C3 and C4.
- C. Define the element eligibility as an Open Eligibility and create an element entry only for employees with grades C3 and C4.

D. Define multiple element eligibilities using grade C3 and C4.

Answer: C

Question #:4

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.

Answer: B

Question #:5

What happens if the costing process does not find a value for a segment defined as mandatory, and you create a suspense account at Payroll level?

- A. Costing results display a blank (null) value in the segment.
- B. Calculation displays an error, and the person’s results are not costed.
- C. Costing results are placed into suspense account.
- D. No costing results are created for the person.

Answer: C

Question #:6

A worker’s check has been returned to the company as it is damaged. This must be recorded in the application. What action should they take?

- A. Rollback the prepayment process for this employee.