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QUESTION 1

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 2

You are currently reconciling a payroll run and are informed of a late starter who you would like included in the payments part of the main processing flow. Which feature should you use to achieve this?

- A. Connecting Flows
- B. Flow Linkage
- C. Flow Interaction
- D. Calling a Flow

Correct Answer: C

Reference: https://docs.oracle.com/cd/E60665_01/globalcs_gs/OAPAY/F1427133AN1BE47.htm

QUESTION 3

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 4

How should you configure the predefined payslip report to meet your customer's payslip requirements?

- A. Modify a copy of the seeded payslip template and use it in a copy of the seeded payslip report
- B. Rename the seeded Payslip report and edit the content within the seeded template
- C. Payslips cannot be configured and must be built from the beginning
- D. Open the seeded Payslip report and edit the template

Correct Answer: B

QUESTION 5

You have a requirement to verify the costing results, such as debit and credit, of a particular payroll run at costing segments combination level, without manually adding the individual costing results. Which two options achieve this requirement?

- A. Run the Payroll Costing Report with Summary scope
- B. You can use the OTBI - Payroll Run Costing Real Time subject area
- C. Run the Payroll Activity Report in Detail scope
- D. You cannot achieve this requirement

Correct Answer: AB

QUESTION 6

You are using a third-party time product and want to import time to Fusion Payroll using the time interface. What steps should you take?

- A. Import time card entries by submitting the Load Time Card process from the Time and Labor work area.
- B. Import element entries using the Batch Loader task in the Payroll Administration work area.
- C. Import time card entries by submitting the Load Time Card Batches process from the Payroll Checklist or Payroll Administration work areas.
- D. Import time entries using the Batch Loader task in the Payroll Administration work area.

Correct Answer: C

Reference: <https://docs.oracle.com/en/cloud/saas/applications-common/r13-update17d/faihm/time-absence-and-pension-data-for-payroll.html#FAIHM1628075>

QUESTION 7

The element template has created a "Results" element for a voluntary deduction element along with the base element. On which element eligibility should you enter the costing account information?

- A. Base element
- B. Calculator element
- C. Results element
- D. Distributor element

Correct Answer: A

Reference: https://docs.oracle.com/cd/E18727_01/doc.121/e13554/T270794T273820.htm

QUESTION 8

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/1332-oracle-fusion-payroll-costing-part-1>

QUESTION 9

You have a requirement to verify the costing results of a person in a particular payroll run. In which three ways do you verify the costing results of a single person? (Choose three.)

- A. You cannot view the costing results of a single person.
- B. You can view the costing results from Statement of Earnings -> View Costing Results.
- C. You can run the Payroll Costing Report for a single person.
- D. You can use the OTBI - Payroll Run Costing Real Time subject area.

Correct Answer: BCD

QUESTION 10

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 11

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

QUESTION 12

You need to associate a worker to your customer's weekly payroll but the payroll field only displays values for the monthly and bi-weekly payrolls. Which two issues are the source of the problem? (Choose two.)

- A. You do not have the Manage Payroll Definition duty role
- B. The weekly payroll has not been created in the worker's legislative data group
- C. The weekly payroll has not been enabled for the worker's PSU
- D. Your data role does not include a payroll security profile that includes the weekly payroll

Correct Answer: AD

QUESTION 13

You have an earnings element with the latest entry date as "Last Standard Earning Date" without Proration enabled. When an employee is terminated in the middle of a pay period, how would the element be processed?

- A. The element gets processed with zero value and a warning message is displayed
- B. The element gets processed with prorated value
- C. The element gets processed with full value
- D. The element does not get processed because it gets end dated before the standard earning date and proration is not enabled on this element

Correct Answer: B

Reference: https://docs.oracle.com/cd/E51367_01/globalop_gs/FAIGP/F1427197AN15697.htm

QUESTION 14

A worker moves to a different legal employer within the same country. The HR user performs a global transfer to meet this requirement. What is the impact of the transfer on the worker's payroll relationship record?

- A. There is no impact
- B. It depends on the customer's payroll statutory unit and legal employer structure
- C. The payroll relationship will be ended and a new payroll relationship is created
- D. It depends on the customer's payroll statutory unit and tax reporting structure

Correct Answer: B

QUESTION 15

Your customer is using HCM cloud Absences Management.

Where is the absence information passed from absences to payroll held in the application?

- A. Absence information is not passed from cloud absences to cloud payroll
- B. Input values
- C. User-defined tables
- D. Calculation Card

Correct Answer: B

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