

QUESTION: 1

A worker's payroll frequency changes from weekly to monthly. What action should you take?

Option A : Terminate the worker's assignment record associated to the weekly payroll.

Create a new assignment record and associate it to the monthly payroll

Option B : Transfer the worker from the weekly payroll to the monthly payroll.

Option C : End the weekly payroll record to the worker and add a new monthly payroll record.

Option D : Update the weekly payroll definition and change the calendar to a weekly frequency.

Correct Answer: B

Explanation/Reference:

In Oracle Payroll Cloud, when a worker's payroll frequency changes (e.g., from weekly to monthly), the simplest and recommended action is to transfer the worker from the weekly payroll to the monthly payroll (Option B). This is done via the "Manage Payroll Relationships" task, where you update the payroll assignment to point to the new payroll definition, effective from the desired date. Option A (terminate and create a new assignment) is overly complex and disrupts continuity of employment records. Option C (update payroll definition) is incorrect, as it alters the payroll for all workers, not just one. Option D (end and add payroll record) is not a precise description of the process, as payroll records are not ended individually; the transfer handles this seamlessly. Oracle documentation outlines payroll transfers for frequency changes. Reference: Oracle HCM Cloud: Using Payroll (Chapter: Payroll Relationships), Oracle HCM Cloud: Payroll Administration Guide.

QUESTION: 2

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?

Option A : 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.

Option B : You cannot distribute the costs of an element.

Option C :

Create the costing of type "Costed" and because it is a relationship level element, it automatically

distributes the costs over earnings elements.

Option D : Create a distribution group with earnings elements and create the distributed costing on relationship level element.

Correct Answer: D

Explanation/Reference:

Comprehensive and Detailed in Depth Explanation: To distribute costs of a benefits element (at payroll relationship level) to employee earnings in Oracle Payroll Cloud, you must create a distribution group containing the target earnings elements and configure distributed costing on the relationship-level element. This ensures costs are allocated proportionally across specified earnings. Option A ("Fixed Costed") does not support distribution to earnings, Option B is incorrect as cost distribution is possible, and Option C ("Costed") lacks the specificity of a distribution group, which is required for this scenario. The process is detailed in the "Costing Setup" section of the Oracle documentation. Reference: Oracle Fusion HCM: Payroll User Guide - Costing Configuration

QUESTION: 3

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?

Option A : Create balance feeds for each element belonging to regular earnings and supplemental earnings classifications.

Option B : This requirement cannot be met because a balance cannot be fed by elements from more than one element classification.

Option C : Create a balance feed for the regular earnings classification and a balance feed for the supplemental earnings classification

Option 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: 4

Which action should you take in a checklist to enable the process to be automatically re-processed?

- Option A : Mark for Retry
- Option B : CK Process
- Option C : Skip
- Option D : Rollback

Correct Answer: A

Explanation/Reference:

Comprehensive and Detailed in Depth Explanation: In Oracle Payroll Cloud, when a process fails or encounters an error within a payroll flow checklist, the system provides options to manage the errored tasks. The "Mark for Retry" action is specifically designed to flag a task for reprocessing without requiring a full rollback or manual intervention. This action enables the system to automatically attempt to reprocess the task in the next payroll run or when the flow is resubmitted, assuming the underlying issue (e.g., data correction) has been resolved. The "Re Process" option (B) is not a standard action in the checklist context, "Skip" (C) bypasses the task without reprocessing, and "Rollback" (D) reverses the entire process, which is unnecessary if only reprocessing is needed. This functionality is detailed in the Oracle Payroll Cloud documentation under the "Managing Payroll Flow Checklists" section, where it explains how to handle errored tasks efficiently. Reference: Oracle Fusion HCM: Payroll User Guide - Managing Payroll Flows

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?

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

Correct Answer: B,C

QUESTION: 6

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 period to one cost center only. Which two options achieve this requirement?

- Option A : Define payroll costing with the cost center required.
- Option B : Define element entry level costing for all elements for this person with the required cost center.
- Option C :

You cannot achieve this because the cost center is automatically picked up from the manage department costing.

Option D : Define the Person - Payroll Relationship level costing with the required cost center so that all costs are changed to the same cost center.

Correct Answer: A,C

QUESTION: 7

Which is the correct cost hierarchy used to build each account segment?

- Option A : Element Entry, Person Element, Person Payroll, Position, Job, Department, Element Eligibility, Payroll.
- Option B : Element Entry, Person Payroll, Person Element, Position, Job, Department, Payroll, Element Eligibility.
- Option C : Element Entry, Person Payroll, Person Element, Position, Job, Payroll, Department, Element Eligibility, Payroll.
- Option D : Element Entry, Person Element, Person Payroll, Job, Position, Department, Payroll, Element Eligibility.

Correct Answer: A

QUESTION: 8

The element template has created a "Results" element for a voluntary deduction element along with the base element. Which element is referenced here?

- Option A : Distributor element
- Option B : Base element
- Option C : Calculator element
- Option D : Results element

Correct Answer: D

Explanation/Reference:

Comprehensive and Detailed in Depth Explanation: In Oracle Payroll Cloud, when an element template is used to create a voluntary deduction element, it generates multiple related elements, including a "Base" element and a "Results" element. The

"Results" element specifically stores the outcome of the payroll calculation for that deduction (e.g., the amount deducted). The question highlights that a "Results" element is created alongside the base element, making "Results element" (D) the correct reference. The "Distributor element" (A) and "Calculator element" (C) are not standard outputs of a voluntary deduction template, while "Base element" (B) is a separate component. This is explained in the Oracle documentation under "Element Templates and Results." Reference: Oracle Fusion HCM: Payroll User Guide - Creating Elements Using Templates