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Oracle Payroll Cloud 2019 Implementation Essentials

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QUESTION 1

Your customer's requirement is to pay employees within each of their three business units from a different bank account.

Which three setup steps should you complete? (Choose three.)

- A. Write a formula to retrieve the employees business unit details.
- B. Create a Default Payer Element with a Payment Criteria input value.
- C. Create one organization payment method with three payments sources and define three payment method rules based on each business unit.
- D. Create three organization payment methods each with a different payment source.

Correct Answer: BCD

QUESTION 2

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

- A. Derives a specific value to the parameter as entered by the user
- B. Derives the value from a SQL Bind
- C. Derives the value from the context of the current flow instance
- D. Derives the value from the output of the previous task

Correct Answer: D

Reference: <https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update17d/faigp/settingup-payroll-flow-patterns.html#FAIGP2317488>

QUESTION 3

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 4

A customer's organization has a grade structure with four grades –C1, C2, C3, and C4. You have a car allowance element, which is at 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. Define the element eligibility as an Open Eligibility and create an element entry only for employees with grades C3 and C4.
- 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 multiple element eligibilities using grade C3 and C4 only.
- D. You cannot meet the requirement as you cannot create element eligibility using grade as the eligibility criteria.

Correct Answer: A

QUESTION 5

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. Write a formula to select the correct bank account for employees and 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. Create two personal payment methods for each of your employees: one for their salary payments and one for their third-party payments.
- D. Ensure you run the prepayments process separately for your employees and your third parties.

Correct Answer: D

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