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Oracle Cloud

Questions & Answers

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Question: 1

You have a requirement for not processing an element entry based on a specific condition that will be evaluated during payroll run. How should you achieve this?

A. You write a skip rule with the condition so that the element is not processed when the condition is satisfied.
B. You write a calculation formula with the condition so that the element is not processed when the condition is satisfied.
C. You write a validation formula with the condition so that the element is not processed when the condition is satisfied.
D. You cannot meet this requirement because once an element entry is created, it will be processed all the time.

Answer: A

Question: 2

Your customer has a business requirement to only allow their employees to create one personal payment method. How should you configure this within the product?

A. Remove the "Manage Personal Payment Method" privilege from the employee role, so that employees cannot create personal payment methods.
B. Create a formula to define the maximum number of payment methods allowed, ant attach it to the payroll user interface configuration user defined table.
C. Create an information element with an input value to store the maximum number of payment methods allowed.
D. It is not possible to implement this type of restriction within the application.

Answer: B

Question: 3

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.

Answer: A,D

Question: 4

Your customer is running their weekly payroll, which includes a number of high-performing workers, who will be receiving a bonus. They want these workers to be able to view their payslip two days earlier than other workers on the weekly payroll.
What action should be taken to meet this requirement?

A. Navigate to the Document of Records (DOR) and override the payslip availability date for the impacted employees.
B. Create a payroll object group for the impacted workers and enter the overriding payslip availability date when submitting the payroll run.
C. It is not possible to override the payslip availability date for a subset of workers.
D. Using the payroll time definition, override the payslip availability date for the impacted workers.

Answer: B

Question: 5

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.

Answer: B,C,D

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