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Oracle Payroll Cloud 2024 Implementation Professional Sample Questions (Q81-Q86):

NEW QUESTION # 81
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 Payroll Relationship > Payroll Relationship Record
- B. Manage Work Relationship > Work Relationship Record
- C. Manage Work Relationship > Assignment Record
- D. Manage Payroll Relationship > Assignment Record

Answer: D

NEW QUESTION # 82
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. Ensure you run the prepayments process separately for your employees and your third parties.
- B. Create two personal payment methods for each of your employees: one for their salary payments and one for their third-party payments.
- C. Create one organization payment method with two payment sources and configure the usage for each payment source within the payment method rules table.
- D. Write a formula to select the correct bank account for employees and third parties.

Answer: C

Explanation:
In Oracle Payroll Cloud, to pay employees from one bank account (A) and third parties from another (B), the recommended approach is to create a single organization payment method with two payment sources (e.g., bank account A and B) and configure their usage in the payment method rules table (Option D). This allows you to specify that employee salary payments use account A, while third-party payments (e.g., garnishments) use account B, all within one payment method. Option A (two personal payment methods per employee) is impractical and not aligned with third-party payment management. Option B (using a formula) is unnecessary, as the rules table handles this natively. Option C (separate prepayments) complicates processing without addressing the bank account distinction. Oracle documentation endorses this organization-level configuration.

NEW QUESTION # 83
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. 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.
- C. 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.
- D. You can identify a legal entity as a tax reporting unit.

Answer: A

NEW QUESTION # 84
You have an earnings element with the latest entry date as "Last Standard Earning Date" without Proation 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 full value.
- C. The element does not get processed with because it gets end dated before the standard earning date and proratio is not enabled on this element.
- D. The element gets processed with prorated value.

Answer: D

NEW QUESTION # 85

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 run the Payroll Costing Report for a single person.
- C. You can view the costing results from Statement of Earnings -> View Costing Results.
- D. You can use the OTBI - Payroll Run Costing Real Time subject area.

Answer: B,C,D

NEW QUESTION # 86

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