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Oracle Payroll Cloud 2024 Implementation Professional Sample Questions (Q20-Q25):

NEW QUESTION # 20
You need to enter bank account details for the employees within your company. Which task should you use to do this?

- A. Manage Personal Payment Methods
- B. Manage Element Entries
- C. Manage Organization Payment Methods
- D. Manage Third-Party Person Payment Methods

Answer: A

NEW QUESTION # 21
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 Work Relationship > Assignment Record
- B. Manage Payroll Relationship > Payroll Relationship Record
- C. Manage Work Relationship > Work Relationship Record
- D. Manage Payroll Relationship > Assignment Record

Answer: D

Explanation:
In Oracle Payroll Cloud, to enter payroll details (e.g., weekly payroll assignment) for a newly hired worker, the payroll user should navigate to Manage Payroll Relationship > Assignment Record (Option B). The Payroll Relationship defines the worker's payroll association, and the Assignment Record within it is where payroll-specific details, such as the weekly payroll definition, are assigned at the assignment level. Option A (Work Relationship Record) is for employment terms, not payroll specifics. Option C (Payroll Relationship Record) is too broad, as payroll details are managed at the assignment level within the relationship. Option D (Work Relationship > Assignment Record) is incorrect, as payroll details are managed under Payroll Relationship, not Work Relationship. Oracle documentation specifies this navigation for payroll setup.

NEW QUESTION # 22
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. You cannot define your own rules for converting from one periodicity to another.
- C. Create an additional input value, calculate the converted value outside the system, and enter it while creating an element entry.
- D. Define your own Periodicity Conversion Rule and select it while creating the element.

Answer: D

Explanation:
In Oracle Payroll Cloud, to customize rate conversions (e.g., weekly to annual), you can define a Periodicity Conversion Rule and select it during element creation (Option D). This feature allows you to specify custom conversion factors (e.g., multiplying a weekly rate by 52 for an annual rate) and apply them to the element's rate calculations. Option A (manual calculation) is inefficient and error-prone. Option B (indirect element with formula) is a workaround but not the intended method for periodicity conversion. Option C is incorrect, as Oracle explicitly supports custom conversion rules. Documentation confirms this functionality within element setup.

NEW QUESTION # 23

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

- A. Open the seeded Payslip report and edit the template.
- 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. Modify the copy of the seeded payslip template and use it in a copy of the seeded payslip report.

Answer: B

Explanation:

In Oracle Payroll Cloud, the predefined (seeded) payslip report can be customized to meet specific customer requirements. The recommended approach is to rename the seeded Payslip report and then edit the content within the seeded template (Option C). This preserves the original seeded report while allowing modifications (e.g., layout, fields) to be made directly in the renamed version using tools like BI Publisher. Option A (editing the seeded report directly) is not advised, as it risks overwriting standard functionality during updates. Option B (copying the template and report) is a valid alternative but not the standard Oracle-recommended method for predefined reports. Option D is incorrect, as payslips are configurable and do not require building from scratch. Oracle documentation supports renaming and editing as the primary customization method.

NEW QUESTION # 24

You defined the department costing information after the Calculate Payroll process is run that creates the costing results also. You noticed that the department costing information is not created for the employees who are in that department. What should you do to ensure the department costing information is reflected for those employees without rolling back and rerunning the Calculate Payroll?

- A. You do the adjustments in General Ledger because you cannot do changes in the costing results.
- B. You run the Calculate Retroactive Costing process to recalculate costs for retroactive changes to costing setups.
- C. You cannot rectify the costing results after they are created.
- D. You roll back only the costing process and rerun it.

Answer: B

Explanation:

In Oracle Payroll Cloud, if costing setups (e.g., department costing information) are updated after a payroll run, the original costing results won't reflect the new setup. To apply these retroactive changes without rolling back the entire Calculate Payroll process, you should run the Calculate Retroactive Costing process (Option B). This process recalculates costing based on the updated setups and adjusts the results for affected employees, ensuring the department costing is reflected. Option A (rolling back costing only) is not a standalone option; rollback typically applies to the full payroll process. Option C (General Ledger adjustments) is a manual workaround, not the recommended system approach. Option D is incorrect, as retroactive costing is designed for this purpose. Oracle documentation highlights this process for retroactive cost updates.

NEW QUESTION # 25

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