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Oracle Payroll Cloud 2026 Implementation Professional Sample Questions (Q14-Q19):

NEW QUESTION # 14

You are currently reconciling a payroll run and are informed of a late starter who you would like included in the payments part of the main processing flow. Which feature should you use to achieve this?

- A. Flow Linkage
- B. Calling a Flow
- C. Flow Interaction
- D. Connecting Flows

Answer: C

Explanation:

Comprehensive and Detailed in Depth Explanation:

To include a late starter in an ongoing payroll run's payment processing, the "Flow Interaction" feature in Oracle Payroll Cloud allows you to dynamically adjust the payroll flow. This feature enables interaction with an existing flow to add or update tasks (e.g., including the late starter) without disrupting the main process. "Connecting Flows" (B) and "Calling a Flow" (C) are used to link separate flows, not modify an active one, while "Flow Linkage" (D) is not a standard term in this context. The documentation explains Flow Interaction under "Advanced Payroll Flow Management."

NEW QUESTION # 15

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

- A. Results element
- B. Distributor element
- C. Calculator element
- D. Base element

Answer: A

Explanation:

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."

NEW QUESTION # 16

When defining your customer's monthly payroll, they ask you to set the cut-off date for their monthly payroll to five days before the period end date. What is the impact of the cut-off date on payroll processing?

- A. The application restricts Payroll users from entering data after the payroll cut-off date.
- B. The cut-off date is for informational purposes only.
- C. The application restricts HR users from entering data after the payroll cut-off date.
- D. The cut-off date triggers the automatic submission of the payroll calculation.

Answer: B

Explanation:

In Oracle Payroll Cloud, the cut-off date for a payroll period (e.g., set to five days before the period end date) is designed as a reference point for payroll administrators. It serves as an informational guideline to indicate when data entry should ideally be completed to ensure timely payroll processing (Option B). It does not enforce system-level restrictions on data entry by Payroll users (Option A) or HR users (Option D), nor does it automatically trigger payroll calculation (Option C). The cut-off date's primary purpose is to assist in planning and communication, leaving actual data entry controls to user roles and process deadlines rather than system-enforced locks. This is clarified in Oracle's payroll configuration documentation.

NEW QUESTION # 17

What happens if the costing process does not find a value for a segment defined as mandatory, and you create a suspense account at Payroll level?

- A. Calculation displays an error, and the person's results are not costed.
- B. Costing results display a blank (null) value in the segment.
- C. No costing results are created for the person.
- D. Costing results are placed into suspense account.

Answer: D

Explanation:

In Oracle Payroll Cloud, when a costing segment (e.g., cost center) is defined as mandatory and the costing process cannot find a

value, a fallback mechanism is needed. If a suspense account is configured at the Payroll level, the costing results for that payroll run are automatically directed to the suspense account (Option A). This ensures that payroll processing completes without errors, and costs are temporarily held in the suspense account until corrected. Option B (blank value) is not allowed for mandatory segments. Option C (error stopping costing) and Option D (no results) do not occur when a suspense account exists, as it acts as a safety net. Oracle documentation confirms this behavior for handling missing mandatory cost segments.

NEW QUESTION # 18

If you create an overtime element with a category of "Timecard", on which input will the overtime hours be held?

- A. Overtime hours will be captured in the "Hours Worked" input value.
- B. An element with "Timecard" category does not create any input values.
- C. Overtime hours will be captured in the "Hours Calculated" input value.
- **D. Overtime hours will be captured in the "Hours" input value.**

Answer: D

NEW QUESTION # 19

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