

Question #:1

Which statement accurately describes how you create a tax reporting unit (TRU)?

- A. 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.
- B. 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.
- C. You can identify a legal entity as a tax reporting unit.
- D. 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.

Answer: B**Question #:2**

The element template has created a “Results” element for a voluntary deduction element along with the base element. What is needed to be created for each employee that is eligible for deduction?

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

Answer: D**Question #:3**

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 #4

You have a tax deduction element that credits the same account for all employees irrespective of their home department.

How do you define the costing rules to meet this requirement?

- A. You cannot meet this requirement because the costs are automatically apportioned to the respective departments.
- B. You create the costing with distributed option.
- C. You create the costing with “Costed” option on tax element.
- D. You create Fixed Costing on tax deduction element.

Answer: D

Question #5

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

Answer: B C D

Question #6

You have run the payroll calculation and several workers have an error status.

What action should you take to remove the payroll calculation results for all workers?

- A. Delete Records
- B. Rollback
- C. Retry
- D. Mark for Retry

Answer: B

Question #7

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

Answer: C

Question #8

Which status should you select for your flow pattern so it is available under “Submit a Payroll Flow”?

- A. Active. Payroll Flow
- B. Active. Process of Report
- C. Active. Flow Pattern Submission
- D. Active. Process. Report, or Payroll Flow

Answer: D

Question #9

Whilst testing the payroll ran, five workers went into error status. The remaining 10,000 workers completed

successfully. You have reviewed and corrected the underlying issues for the five workers and now need to correct their payroll results.

What action should you take?

- A. Process Payroll
- B. Mark erred workers for retry and retry the payroll.
- C. Rollback the payroll run and reprocess
- D. Manually update the payroll run status for each worker from error to complete.

Answer: B

Question #:10

You are creating a car allowance element. The rules for this allowance need to reference the salary balance.

How can you meet this requirement?

- A. Associate the salary balance to a calculation card and reference the calculation card in the allowance element formula.
- B. Enter the salary balance value as an input value on the car allowance element.
- C. Create a balance feed to feed the salary balance to the car allowance element.
- D. Reference the database item and appropriate dimension for the salary balance in the allowance element formula.

Answer: D

Question #:11

An element is defined with costing type as “Fixed Costing”.

Which costing levels are considered while building cost account?

- A. Payroll, Department, Element Eligibility
- B. Payroll, Element Eligibility, Element Entry
- C. Payroll, Element Eligibility, Department, Element Entry
- D. Payroll, Person Element Entry, Department, Job or Position, Person, Element Eligibility

Answer: B**Question #:12**

You created organization payment methods of type Check and EFT for your customer. However, they inform you that they only want to allow their employees to create personal payment methods of type EFT.

Which additional setup step must you also complete?

- A. Disable the payment type field from the personal payment method page.
- B. Create a formula to restrict payment types available to employees and attach it to the payroll user interface configuration user-defined table.
- C. Only attach organization payment methods of type EFT to the employees' payroll.
- D. Create an information element, with an input value to store the payment types available to employees.

Answer: B**Question #:13**

You have completed the setup of third parties and third-party payment methods for your company. However, you receive a notification that one of the third-party persons to whom an employee is making payment has changed his or her bank details.

What action should you take to rectify this?

- A. Search for the employee using the “Manage Third-Party Person Payment Methods” task and correct the bank details associated with the third-party person.
- B. Create a new third party and attach the new bank account details.
- C. Correct the bank account details associated with the employee's personal payment method.
- D. Change the bank details on the involuntary deduction card.

Answer: A**Question #:14**

Which action should you take in a checklist to enable the process to be automatically re-processed?

- A. Rollback

- B. Skip
- C. Mark for Retry
- D. Re Process

Answer: C**Question #:15**

Your customer is using a third-party time product. You have created elements using the time category and now need to import time card hours into cloud payroll.

How can you meet this requirement?

- A. Use the batch Loader task to import time element entries into cloud payroll.
- B. Use the Load Time Card process to import time entries into cloud payroll.
- C. It is not possible to load time directly from a third-party time product into cloud payroll.
- D. Use the Load Time Card process to import time entries into cloud Time and Labour, and then use the batch loader task to import time element entries into cloud payroll.

Answer: B**Question #:16**

Which delivered report can be used to verify the details of all payments made to third-parties?

- A. Payment Register Report
- B. Third-Party Payment Register
- C. Third-Party Invoice Listing
- D. Payroll Activity Report

Answer: B**Question #:17**

What three options should be considered while defining a costing key flexfield structure? (Choose three.)

- A. Value sets for the segments

- B. Cost hierarchy levels enabled to populate each cost account segment
- C. segments required for the offset account
- D. GL Accounting key flexfield structure

Answer: A B C**Question #:18**

How should you change the order of the task displayed within the payroll flows checklist?

- A. Amend both the sequence of the tasks on the task definition page and the task
- B. Amend the task sequence on the task sequencing page.
- C. Amend the sequence of the tasks within the task definition page.
- D. Amend both the task sequence on the task sequencing page and the sequence within the edit task details page.

Answer: B**Question #:19**

You have a requirement to stop the new entries from being created for an element and to continue the existing entries. How do you achieve this?

- A. End date the element definition.
- B. Change the effective date to the required date and select the “Closed for entry” check box.
- C. You cannot achieve this requirement because you need to continue the existing element entries.
- D. Delete the element definition and re-create it with a different effective date.

Answer: B**Question #:20**

A customer wants to distribute the costs of a benefits element, which is at payroll relationship level, to employee earnings.

How should you define the costing rules to meet this requirement?

- A. Create the costing of type “Costed” and because it is a relationship level element, it automatically distributes the costs over earnings elements.
- B. Create a distribution group with earnings elements and create the distributed costing on relationship level element.
- C. you cannot distribute the costs of an element.
- D. Create the costing as Fixed Costed on payroll relationship level element, because the element is at relationship level. It automatically distributes costs for earnings elements, which are at assignment level.

Answer: B**Question #:21**

The customer requires that a team of payroll clerks be able to view the output of a task submitted by another user. Which Owner Type should be configured against the task?

- A. Active Users
- B. All
- C. Group
- D. User

Answer: C**Question #:22**

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 #:23

Where do you define a custom schedule to be used during payroll flow submission?

- A. Within Manage Flow Patterns, create a custom schedule and associate it with the flow pattern.
- B. Within Manage Fast Formula, create a formula that defines the required schedule.
- C. Within Manage Time Definitions, create a schedule using the type “Time Span”.
- D. Within Manage Run Types, create a schedule of the category “Normal”.

Answer: B**Question #:24**

Which two statements regarding the relationship between legal entities, legal employers, and payroll statutory units (PSU) are correct? (Choose two.)

- A. A legal employer can be associated with multiple PSUs.
- B. PSUs are legal entities responsible for payroll tax and social insurance reporting.
- C. Legal employers are legal entities responsible for paying workers.
- D. A legal entity cannot be both a legal employee and a PSU.

Answer: B C**Question #:25**

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 one organization payment method with two payment sources and configure the usage for each payment source within the payment method rules table.
- C. Write a formula to select the correct bank account for employees and third parties.
- D. Create two personal payment methods for each of your employees: one for their salary payments and one for their third-party payments.

Answer: B

Question #:26

A person has one Payroll Relationship and two assignments. Each assignment has two different departments. Each department is associated with a different cost center. You would like to transfer all the costs of this period to one cost center only.

Which two options achieve this requirement?

- A. Define payroll costing with the cost center required.
- B. Define element entry level costing for all elements for this person with the required cost center.
- C. You cannot achieve this because the cost center is automatically picked up from the manage department costing.
- D. Define the Person – Payroll Relationship level costing with the required cost center so that all costs are changed to the same cost center.

Answer: B**Question #:27**

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

Answer: B**Question #:28**

A worker moves to a different legal employer within the same country. The HR uses performs a global transfer to meet this requirement.

What is the impact of the transfer on the worker’s payroll relationship record?

- A. The payroll relationship will be ended and a new relationship is created.
- B. There is no impact.

- C. It depends on the customer's payroll statutory unit and legal employer structure.
- D. It depends on the customer's payroll statutory unit and tax reporting structure.

Answer: C

Question #:29

You have an earnings element with the latest entry date as “Last Standard Earning Date” without Proration 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 full value.
- B. The element gets processed with prorated value.
- C. The element does not get processed with because it gets end dated before the standard earning date and proration is not enabled on this element.
- D. The element gets processed with zero value and a warning message is displayed.

Answer: B

Explanation

Explanation

If you select the last standard earning date option, also select proration for the element. This ensures that the element is processed up to this date, even if it isn't active at the end of a payroll period.

Reference https://docs.oracle.com/cd/E51367_01/globalop_gs/FAIGP/F1427197AN15697.htm

Question #:30

Your customer is using HCM cloud Absences. Where is the absence information passed from absences to payroll held in the application?

- A. User-defined tables.
- B. Absence information is not passed from cloud absences to cloud payroll.
- C. Input values
- D. Value definitions

Answer: C

Question #:31

You notice that the Cost Center segment, which is defined using Manage Department Costing, has not been populated for an element in the costing results.

What are two reasons for this?

- A. There is no costing option defined for the element.
- B. The costing type is defined as Distributed for the element.
- C. Element is at Payroll relationship level and the costing type is defined as “Costed”.
- D. The costing type on the element is defined as “Fixed Costed”.

Answer: A B**Question #:32**

You have a requirement to verify the costing results, such as debit and credit, of a particular payroll run at costing segments combination level, without manually adding the individual costing results.

Which two options achieve this requirement?

- A. Run the Payroll Activity Report in Detail scope.
- B. Run the Payroll Costing Report in Summary scope.
- C. You can use the OTBI – Payroll Run Costing Real Time subject area.
- D. You cannot achieve this requirement.

Answer: B C**Question #:33**

A customer has asked for notifications to be sent for tasks within a flow pattern. Notifications can be sent based on the statuses of the flow task.

Which option should the task statuses that are supported?

- A. Error, Warning, Complete
- B. Error or Warning

- C. Error, Warning, Complete, In Progress
- D. All statuses

Answer: C**Question #:34**

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

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

Answer: B**Question #:35**

Which two seed job roles have access to the Setup and Maintenance work area and can access all payroll setup tasks? (Choose two.)

- A. Application Implementation Consultant
- B. Payroll Interface Coordinator
- C. Payroll Administrator
- D. Payroll Manager

Answer: C D**Question #:36**

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**Question #:37**

How can you delete a payroll flow pattern that has not been previously submitted?

- A. Change the status of the flow pattern to be “Inactive” in Manage Flow Patterns. Then select “Delete” from the actions menu.
- B. Ensure all tasks are deleted and then from Manage Payroll Flow Patterns task, search for your flow and select “Delete” from the actions menu.
- C. You cannot delete flow patterns.
- D. From Manage Payroll Flow Patterns task, search for your flow and select Delete” from the actions menu.

Answer: D**Question #:38**

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

- A. Derives the value from the output of the previous task
- B. Derives the value from one of the flow pattern parameter values
- C. Derives the value from one of the task parameter values
- D. Derives the value from the context of the current flow instance

Answer: B**Question #:39**

Which two delivered reports can be used to view the results of a payroll run immediately after running the Calculate Payroll process? (Choose two.)

- A. Payroll Activity Report

- B. Payroll Balance Report
- C. Payment Register Report
- D. Payroll Register Report

Answer: A B

Question #:40

A customer is implementing the two-tier employment model. At what level are payroll run results captured in cloud payroll?

- A. Payroll Relationship only
- B. Work Relationship and Assignment
- C. Assignment only
- D. Payroll Relationship and Assignment

Answer: C

Question #:41

What are three important considerations when you create your batch data to initialize employee balances?

- A. You must use the same date for all batch detail lines.
- B. You must create your batches by Legislative Data Group.
- C. You must include all balances for one employee within one batch.
- D. You must initialize balances before you run any payroll processes.

Answer: B C D

Question #:42

You are creating a custom balance that needs to include run results of all elements associated with the regular earnings and supplemental earnings classifications.

How should you define the balance feeds to meet this requirement?

- A. Create balance feeds for each element belonging to regular earnings and supplemental earnings

classifications.

- B. This requirement cannot be met because a balance cannot be fed by elements from more than one element classification.
- C. Create a balance feed for the regular earnings classification and a balance feed for the supplemental earnings classification.
- D. Create balance feeds for each element belonging to regular earnings and supplemental earnings classifications but ensure the number of feeds does not exceed 250.

Answer: C

Question #:43

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

Answer: D

Question #:44

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 roll back only the costing process and rerun it.
- 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 do the adjustments in General Ledger because you cannot do changes in the costing results.

Answer: B**Question #:45**

A court has issued an order for deductions to be taken from a worker's salary and paid to an ex-spouse. The court order includes instructions for the company to make payments directly to the ex-spouse and has included their bank details.

How should you enter these details into the application?

- A. Enter the bank details on the manage third-party person payment methods page.
- B. Enter the bank details on personal payment methods page.
- C. This requirement cannot be met in cloud payroll; all such payments should be sent to the court.
- D. Enter the bank details on a third-party organization page.

Answer: A**Question #:46**

You hire an employee on 01-JAN-2016. The employee is in the process of moving bank accounts and is yet to create a personal payment method. How will the employee receive their payroll payment for the month of January?

- A. They will be paid by check, because this is the default payment method on the employee's payroll.
- B. They won't receive payment until they have created a personal payment method.
- C. A cash payment request will be sent to accounts payable, and the employee will be paid in cash.
- D. The payment process will error and they will not receive payment for the month of January.

Answer: A**Question #:47**

If the status of a task on the checklist is "On Hold", what actions can be taken against that task?

- A. Mark for Retry
- B. Skip, Retry, and Submit

- C. Resubmit, Force Resubmit, and Skip
- D. Resubmit, Rollback, and Skip

Answer: B

Question #48

There are several flows showing on the payroll dashboard that are incomplete. What action should be taken to complete the flow and remove it from showing on the dashboard?

- A. From the Payroll Calculation Work Area, highlight the flow and select the complete flow action.
- B. From the Payroll Calculation Work Area, highlight the flow and select the delete flow action.
- C. From the Payroll Calculation Work Area, highlight the flow and select the skip all tasks action.
- D. From the Payroll Calculation Work Area, highlight the flow and select the rollback all tasks action.

Answer: D

Question #49

A worker's check has been returned to the company as it is damaged. This must be recorded in the application. What action should they take?

- A. Rollback the prepayment process for this employee.
- B. Change the check payment status from paid to void.
- C. Delete the check payment payment result.
- D. Change the check payment status from paid to cancelled.

Answer: B

Question #50

Which legislative data group (LDG) description is incorrect?

- A. An LDG can be associated to multiple cost allocation key flexfield structures.
- B. An LDG can contain many legal entities that act as payroll statutory units.
- C. An LDG is associated with a legislative code and currency.

- D. An LDG marks a legislation in which payroll is processed.

Answer: A

Question #:51

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 #:52

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, and 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 #:53

A worker’s payroll frequency changes from weekly to monthly. What action should you take?

- A. Terminate the worker's assignment record associated to the weekly payroll. Create a new assignment record and associate it to the monthly payroll.
- B. Transfer the worker from the weekly payroll to the monthly payroll.
- C. End the weekly payroll record to the worker and add a new monthly payroll record.
- D. Update the weekly payroll definition and change the calendar to a weekly frequency.

Answer: B**Question #:**54

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

- A. Payslips cannot be configured and must be built from the beginning.
- B. Modify the copy of the seeded payslip template and use it in a copy of the seeded payslip report.
- C. Open the seeded Payslip report and edit the template.
- D. Rename the seeded Payslip report and edit the content within the seeded template.

Answer: B**Question #:**55

A customer's organization has three Business Units – BU1, BU2, and BU3. You have an Onsite Allowance element, which is at Assignment level, for which only the employees in BU2 and BU3 are eligible.

How do you define the element eligibility for Onsite Allowance element so that the element entry is restricted only for BU2 and BU3?

- A. You cannot meet the requirement as you cannot create element eligibility using business unit as the eligibility criteria.
- B. Onsite Allowance element should be defined as the Payroll Relationship level element so that the element eligibility can be defined using Business Unit as the criteria.
- C. Define the element eligibility as an Open Eligibility and create an element entry only for employees with BU2 and BU3.
- D. Define multiple element eligibilities using BU2 and BU3 for Business Unit criteria.

Answer: A

Question #:56

You need to associate a worker to your customer's weekly payroll but the payroll field only displays values for the monthly and by-weekly payrolls.

Which two issues are the source of problem? (Choose two.)

- A. The weekly payroll has not been created in the worker's legislative data group.
- B. Your data role does not include a payroll security profile that includes the weekly payroll.
- C. You do not have the Manage Payroll Definition duty role.
- D. The weekly payroll has not been enabled for the worker's PSU.

Answer: B C**Question #:57**

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 cut-off date triggers the automatic submission of the payroll calculation
- 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 application restricts Payroll users from entering data after the payroll cut-off date.

Answer: B**Question #:58**

In order to load balance initialization data, you may load batch headers and batch lines into HCM Cloud using which two named methods? (Choose two.)

- A. Using WebCenter Content to load the batch data by importing a text file and running the Load Batch from File process
- B. Using the Payroll Batch Loader spreadsheet to manually enter batch data
- C. Using the HCM Data Loader to create batch data

D. Using the Create New Balances for Employees task in Functional Setup Manager

Answer: B C

Question #:59

Your customer has the financial system in a third party system and you have to send the payroll costing entries to a third party system. Which two options should be used to extract the data from Cloud Payroll system?

- A. You can use the OTBI – Payroll Run Results Real Time subject area to extract the costing results of a particular run, because payroll costing is part of payroll run.
- B. You cannot extract the costing results from cloud payroll to send it to third party financials system.
- C. You can run the Payroll Costing Report to extract the costing results of a particular run.
- D. You can use the OTBI – Payroll Run Costing Real Time subject area to extract the costing results of a particular run.

Answer: C D

Question #:60

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

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

Answer: B

Question #:61

You have run payroll process and need to validate and audit the run results before moving on to processing the payment. Which report helps you in diagnosing the results?

- A. Payroll Data Validation Report
- B. Payroll Balance Report

- C. Balance Exception Report
- D. Payroll Activity Report

Answer: D

Question #:62

You are a payroll customer but when you have created an earnings element using the Manage Elements feature it has not created a pay value input value.

What is the reason for this?

- A. The earnings element template always creates “Pay Value” as the input value.
- B. The selected extension in Manage Features by Country or Territory was set to “Human Resources or None”.
- C. The selected extension in Manage Features by Country or Territory was set to “Payroll”.
- D. The selected extension in Manage Features by Country or Territory was set to “Payroll Interface”.

Answer: B

Question #:63

You are implementing retropay. You have created a retroactive event group to track the changes that need to be considered by the retropay process.

To which feature should the retroactive event group be associated?

- A. Element
- B. Payroll relationship records
- C. Payroll definition
- D. Work relationship records

Answer: A

Question #:64

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. You cannot meet the requirement as you cannot create element eligibility using grade as the eligibility criteria.
- 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 the element eligibility as an Open Eligibility and create an element entry only for employees with grades C3 and C4.
- D. Define multiple element eligibilities using grade C3 and C4.

Answer: C

Question #:65

Your customer's bonus payments are based on a percentage of salary. Therefore, salary must be calculated before bonus in the payroll run. How do you determine the element processing sequence within a payroll run?

- A. Use the default priority of the primary classification of the element.
- B. Set the priority of the element on the element definition page.
- C. Set the effective process priority within the element entries page.
- D. Alter the sequence of the elements on the element entries page.

Answer: B

Question #:66

You have a requirement to restrict the entry on an input value such that the entered value is greater than 30 but less than 50. How do you achieve this?

- A. Create a validation formula and attach it at the element eligibility level to validate the minimum and maximum of the input value at the time of entry.
- B. Create a validation formula and attach it at the element level to validate the minimum and maximum of the input value at the time of entry.
- C. In the element definition, enter minimum and maximum for the input value.
- D. Create a validation formula and attach it at the element input value level to validate the minimum and maximum of the input value at the time of entry.

Answer: D**Question #:67**

If you encounter errors after transferring the batch using the Load Initial Balances process, what must you do?

- A. Undo the batch, correct the errors, validate and transfer the batch again.
- B. Correct the errors, create a new batch, validate and transfer the batch again.
- C. Perform a rollback, correct the errors, create a new batch, validate and transfer the batch again.
- D. Correct the errors, delete the batch, create a new batch, validate and transfer the batch again.

Answer: C**Question #:68**

Which option represents the costing hierarchy necessary to build a cost account when the element costing is defined with costing type as “Costed”?

- A. Element Eligibility, Payroll, Department, Job or Position, Person, Element Entry
- B. Payroll, Department, Job or Position, Element Eligibility, Person, Element Entry
- C. Payroll, Element Eligibility, Department, Job, Position, Person, Element Entry
- D. Payroll, Person, Element Entry, Department, Job or Position, Person, Element Eligibility

Answer: C**Question #:69**

Your customer pays their workers on a semi-monthly payroll frequency. To save costs, the customer is changing their company policy and effective from 1st January, all workers will be paid on a monthly payroll frequency.

What action should you take to implement this change?

- A. Create a new monthly payroll definition, and date the workers employment records associated with the semi-monthly payroll, create new employment records for the workers and associate these to the monthly payroll.
- B. Create a new monthly payroll definition and transfer the workers from the semi-monthly payroll to the

monthly payroll.

- C. Navigate to the semi-monthly payroll and update the Date Paid field on the payroll time periods to reflect the new monthly payment dates.
- D. Navigate to the semi-monthly payroll and update the Start and End Dates on the payroll time periods to reflect the new monthly payroll period dates.

Answer: B

Question #:70

You are testing the retropay process and enter a retrospective bonus entry for a worker. The bonus is calculated based on a percentage of the worker's salary. When you review the results of the retropay process you identify the bonus has not been included.

Identify two reasons why this is happening. (Choose two.)

- A. Retropay has not been enabled on the bonus element.
- B. Retropay has not been enabled on the salary element.
- C. Element entry changes are not included in the retroactive event group.
- D. Bonus element changes are not included in the retroactive event group.

Answer: A C

Question #:71

You want to give a user to access to run a specific shipped payroll process or report.

Which three actions should you perform?

- A. Give the user the functional privilege to run the specific process or report through a job or abstract role.
- B. Enable the process or report on the Manage Payroll Flow Pattern page.
- C. Define a payroll flow security profile that includes the flow for the specific process or report, and then assign it to the data role attached to the user.
- D. Regenerate the data role attached to the user.

Answer: B C D

Question #:72

When a customer runs a payroll, it creates payroll run actions for all workers included in the process.

On which employment record are the process actions created?

- A. Payroll Relationship only
- B. Assignment, Work Relationship
- C. Assignment only
- D. Assignment, Payroll Relationship

Answer: A**Question #:73**

You are using a third-party time product and want to import time to Fusion Payroll using the time interface.

What steps should you take?

- A. Import time card entries by submitting the load Time Card Batches process from the Payroll Checklist or Payroll Administration work areas
- B. Import time entries using the Batch Loader task in the Payroll Administration work area.
- C. Import time card entries by submitting the Load Time Card process from the Time and Labor work area.
- D. Import element entries using the Batch Loader task in the Payroll Administration work area.

Answer: A**Question #:74**

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

- D. Define an indirect element, write a fast formula to convert the processed value and create the result for an indirect element.

Answer: B