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QUESTION NO: 1

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 NO: 2

You are implementing retropay. You have created a retroactive event group to tract 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 NO: 3

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 NO: 4

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 NO: 5

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 NO: 6

Your customer has some questions around the parameters that must be entered when running the prepayments process.

From which two work areas can you access the prepayment process? (Choose two.)

- A. Payroll Checklist
- B. Payment Distribution
- C. Accounting Distribution

D. Payroll Calculating

ANSWER: A B

QUESTION NO: 7

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 NO: 8

As a general rule when costing an element created with a primary classification of standard earnings, what element and input value do you cost?

- A. Result Element and input value of Earnings Calculated
- B. Base Element and input value of Pay value
- C. Base Element and input value of Earning Calculated
- D. Result Element and input value of Pay Value

ANSWER: A

QUESTION NO: 9

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 NO: 10

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