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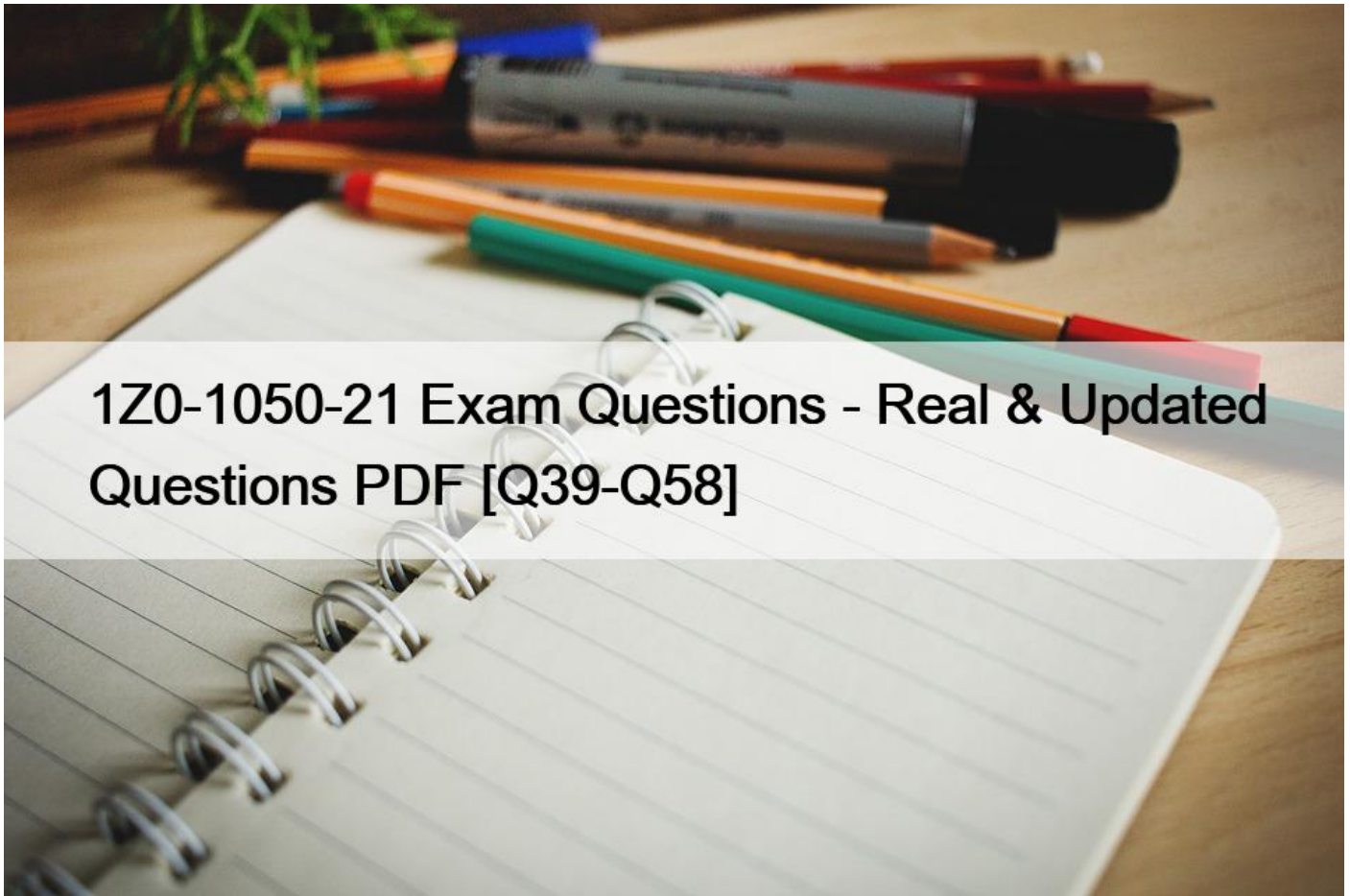

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NO.39 You are testing the retropay process and enter a retrospective bonus entry for a worker. The bonus is calculated based on a percentage ofthe worker’s salary. When you review the results of the retropay process you identify the bonus has not been included.

Identify two reasons why this is happening. (Choose two.)
* Retropay has not been enabled on the bonus element.
* Retropay has not been enabled on the salary element.
* Element entry changes are not included in the retroactive event group.
* Bonus element changes are not included in the retroactive event group.

NO.40 When submitting a payroll flow, who is the owner of a task if no one has been indicated within the payroll flow definition?
* The user that submitted the payroll flow
* Any user with the Payroll Administrator role
* Any user with the Payroll Manager role
* Any user with either the Payroll Administrator or Payroll Manager Role

NO.41 Acustomer’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?
* You cannot meet the requirement as you cannot create element eligibility using business unit as the eligibility criteria.
* 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.
* Define the element eligibility as an Open Eligibility and create an element entry only for employees with BU2 and BU3.
* Define multipleelement eligibilities using BU2 and BU3 for Business Unit criteria.

NO.42 You notice that the Cost Center segment, which is defined using Manage Department Costing, has not been populatedfor an element in the costing results.

What are two reasons for this?
* There is no costing option defined for the element.
* The costing type is defined as Distributed for the element.
* Element is at Payroll relationship level and the costing type isdefined as “Costed”.
* The costing type on the element is defined as “Fixed Costed”.

NO.43 You have run the payroll calculation and several workershave an error status.

What action should you take to remove the payroll calculation results for all workers?
* Delete Records
* Rollback
* Retry
* Mark for Retry

NO.44 Your customer pays their workers on a semi-monthly payroll frequency. To save costs, the customeris 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?
* 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.
* Create a new monthly payroll definition and transfer the workers from the semi-monthly payroll to the monthly payroll.
* Navigate to the semi-monthly payroll and update the Date Paid field on the payroll time periods to reflect the new monthly payment dates.
* 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.

NO.45 Which two delivered reports can be used to view the results of a payroll run immediately after running the Calculate Payroll process? (Choose two.)
* Payroll Activity Report
* Payroll Balance Report
* Payment Register Report
* Payroll Register Report

NO.46 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?
* You cannot meet this requirement because the costs are automatically apportioned to the respective departments.
* You create the costing with distributed option.
* You create the costing with “Costed” option on tax element.
* You create Fixed Costing on tax deduction element.

NO.47 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.)
* The weekly payroll has not been created in the worker’s legislative data group.
* Yourdata role does not include a payroll security profile that includes the weekly payroll.
* You do not have the Manage Payroll Definition duty role.
* The weekly payroll has not been enabled for the worker’s PSU.

NO.48 Where would a payroll flow task retrieve its parameter information when selecting “Bind to Flow Task Parameter”?
* Derives the value from a SQL Bind
* Derives the value from the output of the previous task
* Derives the value from the context of the current flow instance
* Derives a specific value to the parameter as entered by the user

NO.49 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 paymentsdirectly to the ex-spouse and has included their bank details.

How should you enter these details into the application?
* Enter the bank details on the manage third-party person payment methods page.
* Enter the bank details on personal payment methodspage.
* This requirement cannot be met in cloud payroll; all such payments should be sent to the court.
* Enter the bank details on a third-party organization page.

NO.50 Which legislative data group (LDG)description is incorrect?
* An LDG can be associated to multiple cost allocation key flexfield structures.
* An LDG can contain many legal entities that act as payroll statutory units.
* An LDG is associated with a legislative code and currency.
* AnLDG marks a legislation in which payroll is processed.

NO.51 Which costing levels can you enter for an offset account?
* Job
* Element Eligibility
* Department
* Position

NO.52 Whilst testing the payroll ran, five workers went into error status. The remaining10,000 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?
* Process Payroll
* Mark erred workers for retry and retry thepayroll.
* Rollback the payroll run and reprocess

* Manually update the payroll run status for each worker from error to complete.

NO.53 A customer is implementing the two-tier employment model. At what level are payroll run results captured in cloud payroll?
* Payroll Relationship only
* Work Relationship and Assignment
* Assignmentonly
* Payroll Relationship and Assignment

NO.54 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?
* Create the costing of type “Costed” and because it is a relationship level element, it automatically distributes the costs over earnings elements.
* Create a distribution group with earnings elements and create the distributed costing on relationship level element.
* you cannot distribute the costs of an element.
* Create the costing as Fixed Costed on payroll relationship level element, because theelement is at relationship level. It automatically distributes costs for earnings elements, which are at assignment level.

NO.55 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?
* Create balance feeds for each element belonging to regular earnings and supplemental earnings classifications.
* This requirement cannot be met because a balance cannot be fed by elements from more than one element classification.
* Create a balance feedfor the regular earnings classification and a balance feed for the supplemental earnings classification.
* Create balance feeds for each element belonging to regular earnings and supplemental earnings classifications but ensure the number of feeds does not exceed 250.

NO.56 Which two seed job roles have access to the Setup and Maintenance work area andcan access all payroll setup tasks? (Choose two.)
* Application Implementation Consultant
* Payroll Interface Coordinator
* Payroll Administrator
* Payroll Manager

NO.57 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?
* Create an additional input value, calculate the convertedvalue outside the system, and enter it while creating an element entry.
* Define your own Periodicity Conversion Rule and select it while creating the element.
* You cannot define your own rules for converting from one periodicity to another.
* Define an indirect element, write a fast formula to convert the processed value and create the result for an indirect element.

NO.58 What is the maximum number of segments that a cost allocation key flexfield can have?
* 15
* 30
* 25
* 10
* 20

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