Oracle Payroll Cloud Certification Practice Exam (Sample)

Study Guide

BY EXAMZIFY

Everything you need from our exam experts!

Table of Contents

SAMPLE

Introduction

Preparing for a certification exam can feel overwhelming, but with the right tools, it becomes an opportunity to build confidence, sharpen your skills, and move one step closer to your goals. At Examzify, we believe that effective exam preparation isn't just about memorization, it's about understanding the material, identifying knowledge gaps, and building the test-taking strategies that lead to success.

This guide was designed to help you do exactly that.

Whether you're preparing for a licensing exam, professional certification, or entry-level qualification, this book offers structured practice to reinforce key concepts. You'll find a wide range of multiple-choice questions, each followed by clear explanations to help you understand not just the right answer, but why it's correct.

The content in this guide is based on real-world exam objectives and aligned with the types of questions and topics commonly found on official tests. It's ideal for learners who want to:

• Practice answering questions under realistic conditions,
• Improve accuracy and speed,
• Review explanations to strengthen weak areas, and
• Approach the exam with greater confidence.

We recommend using this book not as a stand-alone study tool, but alongside other resources like flashcards, textbooks, or hands-on training. For best results, we recommend working through each question, reflecting on the explanation provided, and revisiting the topics that challenge you most.

Remember: successful test preparation isn't about getting every question right the first time, it's about learning from your mistakes and improving over time. Stay focused, trust the process, and know that every page you turn brings you closer to success.

Let's begin.

How to Use This Guide

This guide is designed to help you study more effectively and approach your exam with confidence. Whether you're reviewing for the first time or doing a final refresh, here's how to get the most out of your Examzify study guide:

1. Start with a Diagnostic Review

Skim through the questions to get a sense of what you know and what you need to focus on. Your goal is to identify knowledge gaps early.

2. Study in Short, Focused Sessions

Break your study time into manageable blocks (e.g. 30 – 45 minutes). Review a handful of questions, reflect on the explanations.

3. Learn from the Explanations

After answering a question, always read the explanation, even if you got it right. It reinforces key points, corrects misunderstandings, and teaches subtle distinctions between similar answers.

4. Track Your Progress

Use bookmarks or notes (if reading digitally) to mark difficult questions. Revisit these regularly and track improvements over time.

5. Simulate the Real Exam

Once you're comfortable, try taking a full set of questions without pausing. Set a timer and simulate test-day conditions to build confidence and time management skills.

6. Repeat and Review

Don't just study once, repetition builds retention. Re-attempt questions after a few days and revisit explanations to reinforce learning. Pair this guide with other Examzify tools like flashcards, and digital practice tests to strengthen your preparation across formats.

There's no single right way to study, but consistent, thoughtful effort always wins. Use this guide flexibly, adapt the tips above to fit your pace and learning style. You've got this!

Questions

1. Which report provides a high-level view of costing results across costing segments?

   A. Payroll Activity Report

   B. Payroll Costing Report in Summary scope

   C. OTBI Payroll Run Costing Real Time

   D. Third-Party Payment Register

2. Which of the following is NOT a consideration when defining a costing key flexfield structure?

   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

3. Which option correctly outlines how to configure a predefined Payslip to meet customer 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.

4. If the element is at the payroll relationship level and the costing type is defined as "Costed", this can explain the missing Cost Center population. Which option best represents this scenario?

   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."

5. **Which description about a Legislative Data Group (LDG) 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.

6. **To meet the requirement where a tax deduction element credits the same account for all employees irrespective of home department, how should you define costing?**

    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 Fixed Costing on tax deduction element.

    D. You create the costing with Costed option on tax element.

7. **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 one issue is the source of the problem?**

    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

8. **Which two delivered reports can be used to view the results of a payroll run immediately after running Calculate Payroll?**

    A. Payroll Activity Report

    B. Payroll Balance Report

    C. Payment Register Report

    D. Payroll Register Report

9. **What is the maximum number of balance feeds allowed when loading data for multiple elements across classifications?**

   A. 100

   B. 200

   C. 250

   D. 500

10. **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

Answers

1. B
2. D
3. B
4. C
5. A
6. C
7. B
8. A
9. C
10. B

Explanations

1. **Which report provides a high-level view of costing results across costing segments?**

   A. Payroll Activity Report

   B. Payroll Costing Report in Summary scope

   C. OTBI Payroll Run Costing Real Time

   D. Third-Party Payment Register

   In costing reporting, you choose how much detail to roll up. The Payroll Costing Report in Summary scope is designed to aggregate costs across all costing segments, giving a concise, high-level view of costing results by segment without listing each individual line item. It shows totals and comparisons across segments, which is exactly what you want when you need an overview rather than detailed per-employee data. The other options focus on different aspects: Payroll Activity Report is about processing steps and statuses, not the costing totals; OTBI Payroll Run Costing Real Time can provide costing data in real time but tends to be more detailed and run-specific rather than a broad summary; and Third-Party Payment Register deals with external payments and isn't about costing.

2. **Which of the following is NOT a consideration when defining a costing key flexfield structure?**

   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

   When defining a costing key flexfield structure, you focus on how cost information is captured and organized for costing processes. The segments you include, the value sets that validate each segment, how many segments you use, and which segments are required for the offset account all shape how cost data is entered and how it flows into cost accounting and balancing entries. In contrast, the GL Accounting key flexfield structure is a separate design used by the General Ledger to define GL accounts. It belongs to the GL module and does not influence how the costing key flexfield is defined. So the aspect that is not a consideration when defining a costing key flexfield structure is the GL Accounting key flexfield structure.

3. **Which option correctly outlines how to configure a predefined Payslip to meet customer 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.

The main idea is to customize without touching the original delivered components by duplicating and tailoring. By taking the seeded payslip template, making changes to that copy, and then using it in a copied seeded payslip report, you preserve the original template and report while delivering a customer-specific configuration. This approach keeps the base components intact for upgrades and support, and lets you apply the exact changes the customer needs without risking modifications to the standard setup. Editing the seeded template or report directly (or renaming the seeded report) can lead to unintended changes to the delivered content and complicate maintenance, so cloning and then customizing is the safest and most reliable method.

4. **If the element is at the payroll relationship level and the costing type is defined as "Costed", this can explain the missing Cost Center population. Which option best represents this scenario?**

    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."

The key idea is how costing level and costing type control where a cost center is derived for payroll costs. When an element is set to be costed but its costing is applied at the payroll relationship level, the system treats each payroll relationship as the unit for costing. If there isn't a cost center mapping defined at that relationship level (or a distribution rule that assigns a cost center for the relationship), the Cost Center field won't populate. In this scenario, cost data is generated for the relationship, but no cost center is assigned unless a specific mapping exists at that level. That's why this combination best explains the missing Cost Center population. Other options imply different configurations that would typically lead to a populated cost center (for example, a costed element at another level without needing a relationship-based mapping, or a fixed/distributed setup that directly assigns cost centers), so they don't match the described situation.

5. Which description about a Legislative Data Group (LDG) 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.

The main idea is how a Legislative Data Group (LDG) defines the payroll context. An LDG groups the payroll statutory units (legal entities) that share the same legislative rules, and it is tied to a specific legislative code and currency for processing payroll under that jurisdiction. It also marks the legislation under which payroll is processed. The statement that an LDG can be associated to multiple cost allocation key flexfield structures is not correct because an LDG is linked to a single cost allocation structure that governs how payroll costs are allocated. The other statements are accurate: an LDG can contain many legal entities that act as payroll statutory units, it is associated with a legislative code and currency, and it designates the legislation in which payroll is processed.

6. To meet the requirement where a tax deduction element credits the same account for all employees irrespective of home department, how should you define costing?

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 Fixed Costing on tax deduction element.

D. You create the costing with Costed option on tax element.

The key idea is how the element posts to the general ledger regardless of the employee's department. By using Fixed Costing on the tax deduction element, you pin the posting to a single GL account (and the associated balancing segment values) for that element. This means every employee's tax deduction credits the same account, no matter which department they belong to.   Options that distribute or cost the element (such as distributed or costed methods) would allocate the deduction across different departments or cost centers based on rules or percentages, so the GL account would vary by employee. Saying it cannot be done isn't accurate because Fixed Costing provides the uniform posting you need.

7. **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 one issue is the source of the problem?**

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

This tests how access controls determine which payrolls you can see when linking a worker to a payroll. In Oracle Payroll Cloud, the payrolls you can select are those included in your data role's payroll security profile. If the weekly payroll isn't listed in that security profile, it won't appear in the payroll field—even if the payroll exists and is active for the organization. The fix is to update the data role to include the weekly payroll in its payroll security profile, or use a data role that already has access to that payroll. The other options don't fit as precisely: lack of a specific duty to manage payroll definitions would affect broader capabilities, and creating or enabling the payroll in the right LDG/PSU wouldn't matter if your security profile doesn't grant visibility to that payroll.

8. **Which two delivered reports can be used to view the results of a payroll run immediately after running Calculate Payroll?**

A. Payroll Activity Report

B. Payroll Balance Report

C. Payment Register Report

D. Payroll Register Report

When you want a quick, immediate view of what happened in a payroll run, you need a report that shows the processing results per employee right after Calculate Payroll. The Payroll Activity Report is designed for this purpose. It lists each employee involved in the run, the calculated amounts, and the processing status or any exceptions, giving you an instant verification of the run's outcome. Other reports serve different purposes: the Payroll Balance Report focuses on balances across periods, the Payment Register outlines the actual payments issued, and the Payroll Register provides a detailed snapshot of payroll data by employee and element. They're useful for post-run reconciliation or auditing, but they don't provide the immediate run-result view that the Payroll Activity Report offers.

9. What is the maximum number of balance feeds allowed when loading data for multiple elements across classifications?

  A. 100

  B. 200

  C. 250

  D. 500

Balancing feeds are a mechanism used during a data load to carry the balance information for each element across classifications. There is a fixed cap on how many balance feeds can be created in a single load, and that cap is 250. This limit helps keep the import process performant and predictable, preventing it from consuming excessive resources. If your data set would require more than 250 feeds, you should split the load into smaller batches—by classification, by group of elements, or another logical partition—and run them separately. This approach ensures the load completes reliably without hitting the maximum.

10. 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

When a check has been issued but is returned damaged, the payment needs to be reversed in the system while keeping a trace of what happened. Changing the check's status from paid to void does exactly that: it marks the issued payment as no longer valid and ready to be reissued or replaced, while preserving an audit trail for the reconciliation and future actions. This reflects the real-world workflow where the check was issued, then damaged and returned, so it cannot be honored. Other options don't fit the situation as cleanly. Rolling back the prepayment process for the employee would undo the entire prepayment flow, which is broader than just handling a single returned check. Deleting the check payment result would erase the historical record, making it harder to audit or reconcile. Changing the status to cancelled implies the payment was canceled before or during processing, not that a paid check was returned and needs to be voided and possibly reissued.

Next Steps

Congratulations on reaching the final section of this guide. You've taken a meaningful step toward passing your certification exam and advancing your career.

As you continue preparing, remember that consistent practice, review, and self-reflection are key to success. Make time to revisit difficult topics, simulate exam conditions, and track your progress along the way.

If you need help, have suggestions, or want to share feedback, we'd love to hear from you. Reach out to our team at hello@examzify.com.

Or visit your dedicated course page for more study tools and resources:

https://oraclepayrollcloudcert.examzify.com

We wish you the very best on your exam journey. You've got this!