ORACLE PAYROLL CLOUD CERTIFICATION PRACTICE EXAM (SAMPLE)

STUDY GUIDE



SAMPLE STUDY GUIDE WITH LIMITED QUESTIONS

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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.

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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!

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Questions

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1. To restrict personal payment methods to EFT only, which setup step must you 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.

2. In the integration between HCM Absences and Cloud Payroll, absence data is stored in which data structure for payroll usage?

A. User-defined tables

B. Absence data is not passed to payroll

C. Input Values

D. Value Definitions

3. Which artifacts should you check to verify payroll postings succeeded or failed in PCC?

A. Time-off requests

B. Employee self-service messages

C. Annual financial statements

D. PCC dashboards, GL interface status, and posting logs.

4. What are Balances in Payroll Cloud and how are they used?

A. Cumulative values (e.g., accumulated time off, leave balance) used for eligibility checks and reporting.

B. Real-time bank balances for direct deposits.

C. Balances refer to the number of payroll runs completed.

D. Balances are zero at the start of the year.

5. When a customer runs a payroll, actions are created for all workers on which employment record?

A. Payroll Relationship only

B. Assignment, Work Relationship

C. Assignment only

D. Assignment, Payroll Relationship

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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

7. How are payroll journal entries generated and posted to the General Ledger in Oracle Payroll Cloud?

A. After payroll calculation, payroll results are converted into GL-friendly journal entries and posted via the GL interface.

B. Journal entries are created manually after posting.

C. GL entries are not used in payroll.

D. GL entries are created before any payroll calculation.

8. What is the purpose of zero-dollar payrolls or void events in PCC?

A. Make adjustments or corrections without cash disbursement.

B. Increase gross pay for bonuses.

C. Disburse cash to employees even when no payroll is run.

D. Archive payroll data.

9. Which option is NOT a method to verify the costing results of a single person?

A. You cannot view the costing results of a single person

B. You can view the costing results from Statement of Earning >> 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

10. What is the recommended action to permanently remove current payroll calculation results in preparation for a re-run?

A. Rollback

B. Delete Records

C. Retry

D. Mark for Retry

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Answers

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

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Explanations

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1. To restrict personal payment methods to EFT only, which setup step must you 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.

Restricting what employees can select for their personal payment method is done by applying a UI-level rule that enforces allowed values. You create a formula that defines the only permitted payment type (EFT in this case) and attach that formula to the payroll user interface configuration using the user-defined table. Placing the restriction in the UI configuration ensures the EFT-only option is enforced consistently wherever employees enter or update their payment details. Other approaches either hide the field without guaranteeing the restriction, try to enforce EFT at the organization level (which doesn't control personal method choices), or rely on a data element that doesn't enforce runtime behavior for the employee self-service entry.

2. In the integration between HCM Absences and Cloud Payroll, absence data is stored in which data structure for payroll usage?

A. User-defined tables

B. Absence data is not passed to payroll

C. Input Values

D. Value Definitions

The data structure used to carry absence information into payroll is Input Values. In this integration, details from the absence record—such as days or hours of absence, absence type, and related dates—are passed to the payroll engine as input values. Payroll uses these values during its calculations to determine any pay adjustments, deductions, or leave-related rules. This approach lets the payroll run work with real-time absence data without needing to store it in custom tables, and it aligns with how payroll elements receive the data they need to compute pay. Storing absence data in user-defined tables isn't part of the standard integration, and absence data is indeed passed to payroll, so that option isn't correct. Value Definitions govern allowed values or prompts rather than carrying the actual payroll calculation data.

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3. Which artifacts should you check to verify payroll postings succeeded or failed in PCC?

A. Time-off requests

B. Employee self-service messages

C. Annual financial statements

D. PCC dashboards, GL interface status, and posting logs.

Verifying payroll postings in PCC hinges on artifacts that show processing outcomes and the data reaching the General Ledger. The PCC dashboards give a real-time, at-a-glance view of posting status across batches or periods, highlighting completed, in-progress, or failed postings. The GL interface status indicates whether payroll data has been prepared and sent to the General Ledger, including any interface errors that prevented posting. The posting logs provide detailed, per-item information about each payroll element's posting attempt—successes and failures, along with error messages for troubleshooting. Time-off requests relate to absences, not posting outcomes. Employee self-service messages are notifications to users, not the actual posting status. Annual financial statements are end-user reports that don't reflect the live posting process or provide error details needed to verify postings.

4. What are Balances in Payroll Cloud and how are they used?

A. Cumulative values (e.g., accumulated time off, leave balance) used for eligibility checks and reporting.

B. Real-time bank balances for direct deposits.

C. Balances refer to the number of payroll runs completed.

D. Balances are zero at the start of the year.

Balances in Payroll Cloud are the accumulated amounts for an employee's time off and other accruals, such as vacation or sick leave, that build up over time. These balances are used to determine whether an employee has enough leave to take and to support reporting on earned, used, and remaining leave. They are not real-time bank balances for deposits, nor do they represent the count of payroll runs. Also, balances aren't universally zero at the start of the year; they can carry over or be set to an initial amount based on an organization's policies.

5. When a customer runs a payroll, actions are created for all workers on which employment record?

A. Payroll Relationship only

B. Assignment, Work Relationship

C. Assignment only

D. Assignment, Payroll Relationship

Payroll processing relies on the payroll relationship. In Oracle Payroll Cloud, the payroll relationship is the link between a person and a specific payroll, carrying the eligibility and the earning, tax, and benefit rules used to compute pay. When you run a payroll, the system creates payroll actions for every worker who has a valid payroll relationship for that payroll. Other employment records like an assignment or a work relationship exist in the HR data model, but they are not the basis for generating payroll actions. A worker may have multiple assignments or work relationships, yet payroll processing is driven by the payroll relationship, which is the authoritative record for payroll. If someone doesn't have a payroll relationship configured for the payroll, they won't receive payroll actions.

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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

Rolling back a payroll run reverses the entire calculation, returning the system to its pre-calculation state for all workers in that run. This clears the generated pay results and statuses so you can fix the errors and reprocess cleanly. It preserves data integrity and auditability while providing a fresh slate for everyone in that period. Deleting records would remove data without properly undoing the calculated results, which can lead to inconsistent history. A retry attempts to re-run the calculation without clearing existing results, so it won't remove the current errors. Marking for retry only flags items for another pass and doesn't remove the existing results either. Rolling back is the correct approach to remove the calculation results for all workers and start over.

7. How are payroll journal entries generated and posted to the General Ledger in Oracle Payroll Cloud?

A. After payroll calculation, payroll results are converted into GL-friendly journal entries and posted via the GL interface.

B. Journal entries are created manually after posting.

C. GL entries are not used in payroll.

D. GL entries are created before any payroll calculation.

In Oracle Payroll Cloud, the flow from payroll to General Ledger is automated. After payroll results are calculated, the system automatically transforms those results into GL friendly journal entries and sends them to General Ledger through the GL interface. This ensures payroll costs, liabilities, and related effects are recorded in the correct GL accounts without requiring manual entry, and posting occurs once the journal entries are generated. If you see options suggesting manual journal entry creation after posting, or claims that GL isn't used, or that entries are created before calculation, those don't fit how the payroll-to-GL process is designed. The amounts depend on the payroll results, so they're generated after calculation and posted via the GL interface.

8. What is the purpose of zero-dollar payrolls or void events in PCC?

A. Make adjustments or corrections without cash disbursement.

B. Increase gross pay for bonuses.

C. Disburse cash to employees even when no payroll is run.

D. Archive payroll data.

Zero-dollar payrolls and void events are used to fix or adjust payroll data without issuing any cash. The payroll engine is run (or a payroll is voided) so you can recalculate earnings, taxes, and deductions and update related records and accruals, all without producing a paycheck. This lets you correct errors, apply retroactive changes, or update tax/benefit information while keeping the employee's actual pay unchanged. The other options involve paying or disbursing cash or simply archiving data, which isn't the purpose of zero-dollar payrolls or void events.

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9. Which option is NOT a method to verify the costing results of a single person?

A. You cannot view the costing results of a single person

B. You can view the costing results from Statement of Earning >> 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

Verifying costing results for an individual is supported through several built-in tools in Oracle Payroll Cloud. You can view the costing results for a single employee from the Statement of Earnings by choosing View Costing Results, which shows how costs are allocated for that person in the payroll run. You can also run the Payroll Costing Report scoped to a single person, providing a detailed, employee-specific costing breakdown. In addition, the OTBI real-time Payroll Run Costing subject area enables ad hoc analysis to verify costing data for a particular run and worker. Because these options exist, the statement that you cannot view the costing results of a single person is not a valid method for verification. The other methods listed are indeed valid ways to verify costing results for an individual.

10. What is the recommended action to permanently remove current payroll calculation results in preparation for a re-run?

A. Rollback

B. Delete Records

C. Retry

D. Mark for Retry

Clearing the current payroll calculation results for a fresh re-run requires rolling back the run. Rolling back undoes the payroll calculations and returns the data to the state before the run, giving you a clean baseline to reprocess. This preserves the integrity of the data and keeps an audit trail, which is important for compliance and tracing what happened. Deleting records would permanently remove the results, which is risky and bypasses a controlled reprocessing process—it's not the recommended way to prepare for a re-run. Retry and Mark for Retry don't actually remove the existing results; they're about initiating another processing attempt rather than resetting the current state.

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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:

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

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