

R12.x Oracle Payroll Fundamentals: Configuration (US)

Duration: 2 Days

What you will learn

On completion of this class you should be able to explain the relationship of organizational payment methods to payrolls, and then configure the required number of payrolls and payment methods for your organization. You should be able to enter costing information, and run the Costing process for your payrolls.

You should also be able to maintain employer and employee taxes. For example, you should also be able to set up employer taxes, enter tax information for a GRE, set up Federal, state and local taxability rules, and calculate FUTA credits. For employee taxes, you should be able to set up employee taxes, apply overrides and set up W-2 information.

Learn to:

- Set up payment methods for your organization
- Configure payrolls for your organization
- Maintain employer tax information
- Maintain employee tax information
- Run costing processes for your payrolls.

Audience

End Users, Functional Implementer, Support Engineer, Technical Consultant

Course Topics

Payroll Configuration Fundamentals

- Paying Your Employees
- Choosing Quick Pay or Batch Processing
- Choosing Single or Multiple Payment Methods
- Choosing Single or Multiple Currencies
- Choosing Single or Multiple Payrolls
- Understanding the Criteria Defining a Payroll
- Further Potential Uses of HRMS Payrolls
- Payroll Configuration and Processing

Costing Overview

- Costing Options Oracle
- HRMS Costing Cost
- Distribution in HR
- Handling Rule-Based Costing

Setting Up the Cost Allocation Key Flexfield

- Cost Allocation Key Flexfield Setup Overview
- How Defaults and Overrides Operate
- Define a Cost Allocation Key Flexfield Structure

Allocating Cost Details

- Cost Allocation Entry Levels

Special Factors for Entry Levels

Defining Payrolls for Your Organization

- Payroll Configuration Overview
- Understanding Payment Method Types
- Defining Payment Methods
- Consolidating Results for Several Payrolls
- Understanding Pay Calendars
- Entering Further Information for a Payroll
- Defining Exchange Rates and Currencies
- Allocating a Payroll Contact

Maintaining Employer Tax Information (US)

- Setting Up Employer Taxes
- Entering Tax Information for a GRE
- Setting Up Transmitter Information for a GRE
- Setting Up Transmitter Information for a SQL
- Setting Up Taxability Rules
- Entering and Calculating FUTA Credits

Maintaining Employee Tax Information (US)

- Setting Up Employee Tax Information
- Overriding Employee Tax Information
- Setting Up W-2 Information
- Handling Changes of Address
- Viewing Employee Tax Balances
- Comparing Balance Adjustment Methods

Overtime Payments and the Fair Labor Standards Act

- FLSA Concepts
- Configuring a Time Period for FLSA

Costing Tax Information

- Costing All Taxes by Tax Type
- Costing State and Local Taxes by Jurisdiction

Processing Costs

- Overview: Costing and the Payroll Process
- Costing Processes in Oracle Payroll
- Viewing Costing Results
- Partial Period Accruals
- Previewing Cost Allocations
- Sub-ledger Accounting
- The Retro Costing Process
- Costing of Payments