R12.x Oracle Payroll Fundamentals: Configuration (US)

Duration: 2 Days

What you will learn

This course will be applicable for customers who have implemented Oracle E-Business Suite Release 12 or Oracle E-Business Suite 12.1.

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.

Course Objectives

Define a payment method for a payroll

Set up and change a consolidation set for a payroll

Configure payrolls for your organization

Set up US employer tax information

Enter tax information for a GRE

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Set up federal

state and local taxability rules

Enter and calculate FUTA credits

Set up US employee tax information

Set up a time definition for FLSA processing

Preview cost allocations

Run partial period accruals

Run the Costing process

Run the RetroCosting process

Course Topics

Payroll Configuration Fundamentals
Paying Your Employees
Choosing QuickPay 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

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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 SQWL
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
Subledger Accounting
The RetroCosting Process
Costing of Payments

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