

R12.x Oracle Payroll Fundamentals: Earnings and Deductions (US)

Introduction to Earnings and Deductions

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Earnings and Deductions

- Predefined Earning Types
- Recording Hours Worked and Not Worked
- Labor Recording Element
- Termination Rule for Predefined Earnings
- Initiating Earnings and Deductions
- Special Inputs Element
- Configuring Generated Components
- Initiating an Earnings Type

Deductions

- Initiating a Deduction
- Start Rules
- Stop Rules
- Amount Rules
- Managing Arrears
- Pre-tax Deductions
- Multiple Pre-tax Deductions
- Deductions - Balances

Element Setup for Payroll

- Balances
- Predefined Balance Dimensions
- Balance Attributes
- Balance Categories
- Base Balances
- Defining Balances Feeds
- Defining Feeds Using Element Classifications
- Creating Individual Balance Feeds

Batch Element Entry and Linking Elements

- BEE Process

- Data Entry Using BEE
- Entering Batches
- Entering Batch Lines
- Batch Control Totals
- Purging a Batch from BEE
- Rolling Back Entries Created by a Batch

Writing Formulas

- Types of Formulas
- Formula Components
- Using the ROUND Function
- Aliases
- Setting Default Values
- Database Items
- Defining Formula Results and Processing Rules

Controlling the Frequency of Processing an Element

- Frequency Rules
- Skip Rule Formulas
- Skip Rule Formula Example

RetroPay

- RetroPay Process
- Types of RetroPay
- Enhanced RetroPay Example
- Setting Up RetroPay by Element
- Setting Up Enhanced RetroPay
- Running Enhanced RetroPay
- Costing RetroPay Results
- RetroCosting

Net-to-Gross and Proration

- Creating a Net-to-Gross Earnings Type
- Net-to-Gross Processing Excluding Balances
- Proration Setup
- Rate Type Information
- Contract Types Table

Third-Party Payments

- Entering Third-Party Payments for an Employee
- Payee: Organization
- Payee: Contacts
- Recording Third-Party Payments for an Employee

- Managing Deductions
- Third-Party Processing Priorities
- Protected Earnings
- Producing Checks/Cheques for Third-Party Payments

Wage Attachments

- Involuntary Deductions
- User Defined Wage Attachments
- Wage Attachment Rules
- Wage Attachment Fee Administration

Savings and Retirement (US)

- Retirement Savings Plans
- Deferred Compensation Plans and Tax Sheltered Annuities
- Pre- and Post-tax Contributions
- Employer Matching for 401(k), 403(b), and 457
- Catch-up Provisions
- Input Values on Catch-up Element
- Setting Up Deferred Compensation Plans and Tax-sheltered Annuities

HR/Payroll Extracts

- Extract HR/Payroll Data for Reporting
- Predefined Extracts
- Configuring HR/Payroll Extracts
- Using HR/Payroll Extracts
- Running HR/Payroll Extracts

State Retirement System Plans

- State Retirement System Plans
- Defined Benefit and Contribution Plans
- Generated Elements
- Plan Element and Inputs
- Grandfathering Options
- Ten Year Rule
- State Retirement System Extract
- Setting Up State Retirement System Plans