Oracle Global Human Resources Cloud
Implementing Payroll Costing
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Preface

This preface introduces information sources that can help you use the application.

Using Oracle Applications

Using Applications Help

Use help icons  to access help in the application. If you don’t see any help icons on your page, click your user image or name in the global header and select Show Help Icons. Not all pages have help icons. You can also access Oracle Applications Help.

Watch: This video tutorial shows you how to find help and use help features.

You can also read Using Applications Help.

Additional Resources

- **Community**: Use Oracle Cloud Customer Connect to get information from experts at Oracle, the partner community, and other users.
- **Guides and Videos**: Go to the Oracle Help Center to find guides and videos.
- **Training**: Take courses on Oracle Cloud from Oracle University.

Conventions

The following table explains the text conventions used in this guide.

<table>
<thead>
<tr>
<th>Convention</th>
<th>Meaning</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>boldface</strong></td>
<td>Boldface type indicates user interface elements, navigation paths, or values you enter or select.</td>
</tr>
<tr>
<td><strong>monospace</strong></td>
<td>Monospace type indicates file, folder, and directory names, code examples, commands, and URLs.</td>
</tr>
<tr>
<td>&gt;</td>
<td>Greater than symbol separates elements in a navigation path.</td>
</tr>
</tbody>
</table>

Documentation Accessibility

For information about Oracle’s commitment to accessibility, visit the Oracle Accessibility Program website.

Videos included in this guide are provided as a media alternative for text-based help topics also available in this guide.
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Overview of Implementing Global Human Resources Cloud Payroll Costing

To start an implementation of Global Human Resources Cloud Payroll Costing, a user with the Application Implementation Consultant role (ORA_PAY_APPLICATION_IMPLEMENTATIONCONSULTANT_JOB) must use the Workforce Deployment offerings in the Setup and Maintenance work area.

Refer to the Oracle Applications Cloud Using Functional Setup Manager guide to manage the opt-in and setup of your offerings.

Workforce Deployment Offering

Use this offering to set up enterprise structures, legal entities, and organizations to create and maintain information related to people, employment, and work structures. The offering also includes tasks for defining payroll business objects required for processing and costing payroll, processing payments, and generating statutory reports.

The following table specifies the primary functional areas of this offering. For the full list of functional areas and features in this offering, use the Associated Features report. Review the report when you plan the implementation of your offering. The setup steps required for payroll vary depending on your business requirements.

<table>
<thead>
<tr>
<th>Functional Area</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cost Accounting</td>
<td>Manage legal entities, legal reporting units, tax reporting units, payroll statutory units, legal authorities, legal registrations and jurisdictions, and legal authorities.</td>
</tr>
<tr>
<td>Cost and Profit Planning</td>
<td>Manage organization structures, business units, and organization models that best suit your business process.</td>
</tr>
<tr>
<td>Costing Business Intelligence Analytics</td>
<td>Manage locations, divisions, departments, jobs, positions, and grades.</td>
</tr>
<tr>
<td>Landed Cost Management</td>
<td>Configure elements and formulas to record earnings and deductions for processing payroll and reporting.</td>
</tr>
<tr>
<td>Project Control and Costing Business</td>
<td>Define payroll objects and payment methods required for payroll calculations and reporting, and processing and making payments.</td>
</tr>
<tr>
<td>Intelligence Analytics</td>
<td></td>
</tr>
<tr>
<td>Project Costing Base</td>
<td>Define payroll objects and payment methods required for payroll calculations and reporting, and processing and making payments.</td>
</tr>
</tbody>
</table>

Related Topics

- Plan Your Implementation
Date Effectivity

Date Effectivity

Date effectivity preserves a history of changes made to the attributes of some objects. Professional users can retrieve and edit past and future versions of an object.

Many Human Capital Management (HCM) objects, including person names, assignments, benefits plans, grades, jobs, locations, payrolls, and positions are date-effective.

Logical and Physical Records

Date-effective objects include one or more physical records. Each record has effective start and end dates. One record is current and available to transactions. Others are past or take effect in the future. Together, these records constitute the logical record or object instance.

This table shows changes to the department manager attribute in a department business object. Each row represents a single physical record.

<table>
<thead>
<tr>
<th>Physical Record</th>
<th>Effective Start Date</th>
<th>Effective End Date</th>
<th>Department Manager</th>
</tr>
</thead>
<tbody>
<tr>
<td>4</td>
<td>18 January, 2011</td>
<td></td>
<td>C. Woods</td>
</tr>
<tr>
<td>3</td>
<td>15 October, 2010</td>
<td>17 January, 2011</td>
<td>A. Chan</td>
</tr>
<tr>
<td>2</td>
<td>13 June, 2009</td>
<td>14 October, 2010</td>
<td>T. Romero</td>
</tr>
<tr>
<td>1</td>
<td>22 March, 2007</td>
<td>12 June, 2009</td>
<td>G. Martin</td>
</tr>
</tbody>
</table>

Note: The physical record number doesn’t appear in the record.

Effective End Dates in Physical Records

Every physical record except the last has an effective end date. The update process adds this date, which is the day before the effective start date of the next record, whenever you update the object.

Object End Dates

You can enter a final effective end date for some date-effective objects. For example, terminating an assignment adds a final effective end date to the assignment. Alternatively, the End Date action may be available. If you end date a date-effective object, then it isn’t available to transactions after that date. However, the object’s history is retrievable.

Status Values in Date-Effective Objects

Some date-effective objects, such as grades and jobs, have both effective dates and status values. When the object status is Inactive, the object isn’t available to transactions, regardless of its effective dates. Setting the status to Inactive makes
objects unavailable to transactions. If you can’t enter an effective end date for an object, then changing its status has the same effect.

Future-Dated Changes
For date-effective objects, you can enter future changes. For example, you enter the worker promotion shown in this table on 25 October, 2011 to take effect on 18 January, 2012.

<table>
<thead>
<tr>
<th>Physical Record</th>
<th>Effective Start Date</th>
<th>Effective End Date</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>18 January, 2012</td>
<td></td>
<td>IC2</td>
</tr>
<tr>
<td>1</td>
<td>14 October, 2010</td>
<td>17 January, 2012</td>
<td>IC1</td>
</tr>
</tbody>
</table>

Physical record 2 becomes current on 18 January, 2012. From 14 October, 2010 until 17 January, 2012 physical record 1 is current and available to transactions. Users who can access the object history can see physical record 2 before it takes effect.

When future-dated changes exist, other actions may be limited. For example, to end this worker’s assignment before the promotion takes effect, you must first delete the promotion.

Date-Enabled Objects
Some objects, such as work relationships, are date-enabled rather than date-effective. They have start and end dates that define when they’re available, but they have no history of changes. New attribute values overwrite existing attribute values.

Related Topics
- Examples of Updating Date-Effective Objects
- Examples of Correcting Date-Effective Objects
- How You Make Multiple Updates to Date-Effective Objects in One Day

How You Delete Physical Records from Date-Effective Objects
The effect of deleting a physical record from a date-effective object depends on the record’s position in the object’s history. Consider the date-effective object, which has 3 physical records, shown in this table.

<table>
<thead>
<tr>
<th>Physical Record</th>
<th>Effective Start Date</th>
<th>Effective End Date</th>
<th>Attribute Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td>15 August, 2011</td>
<td></td>
<td>C</td>
</tr>
<tr>
<td>2</td>
<td>30 October, 2010</td>
<td>14 August, 2011</td>
<td>B</td>
</tr>
<tr>
<td>1</td>
<td>10 June, 2009</td>
<td>29 October, 2010</td>
<td>A</td>
</tr>
</tbody>
</table>
Intermediate Records

If you delete physical record 2, where the attribute value is B, then the object is as shown in this table after the deletion.

<table>
<thead>
<tr>
<th>Physical Record</th>
<th>Effective Start Date</th>
<th>Effective End Date</th>
<th>Attribute Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>15 August, 2011</td>
<td></td>
<td>C</td>
</tr>
<tr>
<td>1</td>
<td>10 June, 2009</td>
<td>14 August, 2011</td>
<td>A</td>
</tr>
</tbody>
</table>

If physical records exist both before and after the deleted record, then the deletion adjusts the dates of the surrounding records automatically. The **effective end date** of the previous record is now the day before the **effective start date** of the following record. This change closes the gap in the object’s effective dates.

First or Only Records

In most cases, you can’t delete the first or only physical record.

If you can delete the first physical record, then the object exists from the effective start date of the next physical record (30 October, 2010 in this example). If only one physical record exists, then deleting that record is the same as deleting the object.

Final Records

If you delete the final physical record, then the deletion removes the effective end date automatically from the previous physical record (14 August, 2011, in this example).
2 Payroll Costing

Payroll Cost Allocation Key Flexfield

Payroll Cost Allocation Key Flexfield Setup

The cost allocation *key flexfield* creates a structure for financial accounting of your payroll costs. The flexfield captures the account codes you use to create accounting entries, and to report and track your labor costs. When planning how to create a key flexfield structure, consider the following choices:

- Structure of the cost allocation key flexfield
- Value sets for the segments
- Cost hierarchy levels enabled to populate each cost account segment
- Required and optional segments
- Segments required for the offset account
- Number of structure instances of the cost allocation key flexfield

*Note:* After you create your flexfield, you can generate database items for use in your formulas and extracts by submitting the Generate Flexfield Database Items process from the Payroll Checklist or Payroll Administration work area.

Structure of the Cost Allocation Key Flexfield

Decide what structure to use for the cost allocation key flexfield. You use the Manage Cost Allocation Key Flexfield task in the Setup and Maintenance work area.

The structure of the flexfield defines the segments to include, their order, and the value sets to validate the data entered in the segments. Using the predefined Cost Allocation key flexfield to create the structure, you specify:

- Segment labels, the row headings that correspond to the cost hierarchy levels
- Column headings, which correspond to the segment of your account structure

*Tip:* As a best practice, create a structure based on the structure of the Accounting flexfield used for the chart of accounts that receives the payroll costing entries. Use a similar sequence of segments and naming conventions to facilitate setup.
The structure you deploy generates a reference table on the costing setup pages. The following figure illustrates how the column heading and segment label make the company account information available for entry on the Manage Costing of Payroll page.

The following table lists questions to consider before you create the cost allocation key flexfield structure.

<table>
<thead>
<tr>
<th>Decision</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>How many cost allocation key flexfield segments does your Accounting flexfield include?</td>
<td>You must create a segment for each corresponding segment of the Accounting flexfield.</td>
</tr>
<tr>
<td>Do you need to reserve segments for future use?</td>
<td>You can’t update the flexfield structure. You can create segments for later use, such as new lines of business, and display them as needed.</td>
</tr>
<tr>
<td>Do you capture context sensitive information for legislative purposes?</td>
<td>Create additional segments to capture context sensitive costing, such as separate liability accounts maintained for each state and state tax.</td>
</tr>
<tr>
<td>Do you capture information used by other applications?</td>
<td>Create additional segments, for example, to record the breakdown of costs of a project for reporting purposes.</td>
</tr>
</tbody>
</table>

Value Sets for the Segments

Decide whether to use existing value sets or to create new value sets.

You associate each segment to a value set created using the Manage Payroll Costing Value Sets task in the Setup and Maintenance work area. For example, you might reuse an existing value set that you defined for your accounting flexfield, or create a subset of those values, which only apply to payroll.

Tip: Consider creating a single value when several accounts use the same value. For example, you might use a value set with a single value of zeros as a placeholder for account segments, such as future use segments.
The following figure shows an additional segment added to the structure that doesn't have a corresponding segment in the Accounting flexfield, and the value sets associated to each segment.

### Key Flexfield and Value Sets

<table>
<thead>
<tr>
<th>Key Flexfield Segments</th>
<th>Value Sets</th>
</tr>
</thead>
<tbody>
<tr>
<td>Company</td>
<td>102</td>
</tr>
<tr>
<td>Account</td>
<td>00251</td>
</tr>
<tr>
<td>Cost Center</td>
<td>452</td>
</tr>
<tr>
<td>Product</td>
<td>5841</td>
</tr>
<tr>
<td>Project (extra segment)</td>
<td>000</td>
</tr>
</tbody>
</table>

#### Delimiter

**Cost Hierarchy Levels**

Consider which level of the cost hierarchy is the primary source of values for that segment and which levels should receive overrides. These decisions control which cost account segments the application displays on the costing setup pages.

The following table includes examples of the segment labels you might specify for costing.

<table>
<thead>
<tr>
<th>Segment</th>
<th>Example</th>
</tr>
</thead>
<tbody>
<tr>
<td>Payroll</td>
<td>Select Payroll for segments that seldom change for the people assigned to the payroll, such as company, line of business, and future use segments.</td>
</tr>
<tr>
<td><strong>Tip:</strong></td>
<td>To report costing by business unit, set up payrolls for persons in a single business unit. Specify a segment at the payroll level to record the account information for the business unit.</td>
</tr>
<tr>
<td>Element Eligibility</td>
<td>Select Element Eligibility for natural accounts.</td>
</tr>
<tr>
<td></td>
<td>You also use this level for cost center segments needed for balance sheet accounts, such as deduction elements which are usually created at the payroll relationship level.</td>
</tr>
<tr>
<td>Department</td>
<td>Select Department for cost centers.</td>
</tr>
<tr>
<td>Job or Position</td>
<td>Select Job to compare and roll-up costs based upon job category.</td>
</tr>
<tr>
<td></td>
<td>Select Position if you are using position management at your enterprise, to better track the cost of turnover to the enterprise.</td>
</tr>
<tr>
<td></td>
<td>Costing at these levels requires higher maintenance to set up and manage the costing in diverse and complex organizations.</td>
</tr>
<tr>
<td>Person</td>
<td>Select Person to cost at the payroll relationship and assignment level, and for elements at each of these levels.</td>
</tr>
</tbody>
</table>
### Required and Optional Segments

Determine which segments to make required based on whether you want to place in a suspense account a costing result with a blank value for a segment. When you set up costing, if you don’t specify a value for a cost account segment on any level of the costing hierarchy, the resulting calculation is determined by two factors:

- Segment is required or optional
- Suspense account is defined

If you define a segment as:

- Optional, regardless of whether you define a suspense account, the costing result displays a blank (null) value in the segment
- Required, and the suspense account is defined, the costing result is placed in a suspense account
- Required, and the suspense account is not defined, the calculation displays an error, and the person’s results are not costed

### Segments Required for the Offset Account

Decide which segments of the offset account require costing.

The offset account balances the cost account. It uses the segments of the cost account unless you specify a different value for the corresponding segment. For example, if the only difference between your cost and offset accounts is the natural account segment, for the element eligibility segment label, you would select the natural account for the offset account.

### Number of Structure Instances

You create *structure instances* of your cost allocation key flexfield that you then associate to legislative data groups. Structure instances share the same set, arrangement, and properties of the cost allocation key flexfield structure. If a legislative data group requires different value sets for the flexfield segments, create a separate instance for that legislative data group.

### Related Topics

- Overview of Generating Flexfield Database Items

### Cost Hierarchy

The cost hierarchy represents the different levels at which you can enter cost information. This topic covers:

- Cost hierarchy levels
- Levels checked for different accounts
• Levels checked when calculating run results

The level at which you enter costs is a key determinant in how the application builds the account number. The application starts with the lowest level (element entry) and ends with the highest level (payroll), checking for a value at each level until a value is found.

**Cost Hierarchy Levels**

When the application builds the account number, it starts with the lowest level (element entry) of the cost hierarchy and ends with the highest level (payroll). It checks each level sequentially until it finds a value. If it finds an invalid cost combination, it places the costing result in a suspense account.

The following figure shows the different levels of the costing hierarchy.
At the person level, costing details at the payroll relationship level apply to all the person’s elements unless overrides are specified for the person at the terms and assignment levels. For person element, the level checked depends on the level specified in the element definition. For example, most deduction elements are defined at the payroll relationship level and earnings elements at the assignment level.

**Levels Checked for Different Accounts**

The costing process considers the type of account and the costing type of the element to determine which levels to use for processing.

The following table summarizes the levels checked for different types of accounts.

<table>
<thead>
<tr>
<th>Accounts</th>
<th>Costing Type Option</th>
<th>Levels of Cost Hierarchy Checked</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cost</td>
<td>Costed, Distributed</td>
<td>All</td>
</tr>
<tr>
<td>Cost</td>
<td>Fixed</td>
<td>Payroll, Element Eligibility, Element Entry</td>
</tr>
<tr>
<td>Suspense, Default</td>
<td>Not applicable</td>
<td>Payroll, Department</td>
</tr>
<tr>
<td>Offset, Priority</td>
<td>Not applicable</td>
<td>Element Eligibility</td>
</tr>
</tbody>
</table>

**Levels Checked When Calculating Run Results**

The Calculate Payroll process builds the account number for the payroll run results as of the current payroll period. The Recalculate Payroll for Retroactive Changes process checks for costing details for account segments in the current payroll period before using the segment values from the original payroll period.

For example, when calculating the costing for a retroactive pay earnings element, the application checks first for a segment value for the retroactive pay element in the current payroll period. It checks the element entry level and then the element eligibility level. If no value for the segment is found there, it uses the costing of the original payroll period, beginning with the element entry level. If it doesn’t find costing details there, it continues checking each level of the original payroll period until it finds a value for the segment.

The following table for deriving costing details for elements shows:

- Which levels the application checks for costing details, based on the type of account and costing type
- Where you set up the values for the account segments for that level

<table>
<thead>
<tr>
<th>Hierarchy Level</th>
<th>Accounts Checked</th>
<th>Costing Types</th>
<th>Costing Setup Pages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Element Entry</td>
<td>Cost</td>
<td>Fixed Costed, Costed, Distributed</td>
<td>Manage Element Entries</td>
</tr>
<tr>
<td>Person Element - Assignment</td>
<td>Cost</td>
<td>Costed, Distributed</td>
<td>Manage Costing for Persons</td>
</tr>
<tr>
<td>Person Element - Terms</td>
<td>Cost</td>
<td>Costed, Distributed</td>
<td>Manage Costing for Persons</td>
</tr>
<tr>
<td>Person Element - Payroll Relationship</td>
<td>Cost</td>
<td>Costed, Distributed</td>
<td>Manage Costing for Persons</td>
</tr>
</tbody>
</table>
### How to Set Up the Cost Allocation Key Flexfield

To generate costing results for your payroll run results and payments, you must create, deploy, and map a cost allocation key flexfield to your legislative data group in the Setup and Maintenance work area. You perform the following steps to set up and deploy the flexfield.

1. Create payroll values sets.
2. Define the cost allocation key flexfield structure.
3. Create structure instances.
4. Map the cost allocation key flexfield in Oracle Fusion Subledger Accounting.

After you creating your flexfield, you can generate database items for use in your formulas and extracts by submitting the Generate Flexfield Database Items process from the Payroll Checklist or Payroll Administration work area.

### Create Payroll Value Sets

Perform the following steps to define value sets.

1. Select the Manage Value Sets task in the Setup and Maintenance work area.
2. Create the value sets you require for your payroll account segments.
Define the Cost allocation Key Flexfield Structure

Perform the following steps to set up the flexfield structure.

1. Select the Manage Cost Allocation Key Flexfield task.
2. In the Search Results section, select the row for the predefined cost allocation key flexfield, identified by the key flexfield code COST.
3. Click the Manage Structures tab.
4. On the Manage Key Flexfield Structures page, create a flexfield structure, with the number of segments required for your account combinations.
5. Save the structure.
6. Edit each segment, completing the required information, such as selecting a value set to use for the segment.
7. In the Segment Labels region:
   a. Specify which levels of the cost hierarchy you can enter account numbers for the cost account.
   b. Select Offset, if you can enter a value for the Offset account for this segment.
8. Save the segment.

Create Structure Instances

Create a separate instance for each legislative data group that requires unique value sets.

1. On the Manage Cost Allocation Key Flexfield page, click the Manage Structure Instances tab.
2. On the Manage Key Flexfield Structure Instances page, click Create to create flexfield structure instances.
3. Enter a Structure Instance Code, and select the following options:
   - Enabled
   - Dynamic Combination Creation Allowed
4. Edit the segments to specify a different value set. Decide whether to display the segment.
   For example, you might select a different value set or decide to hide a segment reserved for future use.
5. Save your instance, and deploy the flexfield.
6. Use the Manage Legislative Data Groups task to associate the flexfield to a legislative data group.

The following guidelines apply. You can:

- Associate the same instance to several legislative data groups, as long as they all use the same value sets.
- Update the structure instance of the cost allocation key flexfield instance to use a different legislative data group until you define costing setups based on that instance.

⚠️ Caution: When you define the costing setups, you can no longer update the legislative data group.

Map the Cost Allocation Key Flexfield in Subledger Accounting

The application implementation consultant with the appropriate Financials duty roles sets up chart of accounts, calendars, and ledgers in Oracle Fusion Financials, and accounting methods and rules in Subledger Accounting.

1. Create account combinations in Oracle Fusion General Ledger that correspond to each of the account combinations you plan to use in payroll.
Note: Skip this step if you set up your General Ledger accounting flexfield to allow dynamic account combinations. Saving your account rules in Subledger Accounting automatically creates the accounts for General Ledger.

2. Specify rules in Subledger Accounting to use the cost allocation key flexfield instance as the segment source in the accounting key flexfield for the chart of accounts.

3. On the Manage Account Rules page, map your cost allocation flexfield segments to the accounting key flexfield segments.

Related Topics
- Overview of Generating Flexfield Database Items

Costing Setup Prerequisites

How Payroll Costing Components Work Together

Payroll costing integrates components required to accurately report labor costs and generate journal entries for your payroll run results and payments. To set up and manage payroll costing, you must have the appropriate duty roles to create components used by payroll costing, such as ledgers that you associate to legal entities, accounting methods and rules, and banking information.

Payroll costing involves creating the following components:

- Financial ledgers, calendars, accounting periods, and legal entities
- Subledger accounting methods and rules
- Cash Management bank account and reconciliation information
- Cost allocation key flexfield
- Payroll costing accounts

The following figure illustrates how Oracle Fusion Global Payroll works with the applications listed in the table.

<table>
<thead>
<tr>
<th>Application</th>
<th>Tasks Performed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Oracle Fusion Financials</td>
<td>Maintain chart of accounts, ledgers, accounting periods, and calendars for legal entities</td>
</tr>
<tr>
<td>Oracle Fusion Cash Management</td>
<td>Reconcile payments with bank statements</td>
</tr>
<tr>
<td>Oracle Fusion Subledger Accounting</td>
<td>Create journal entries for transfer to Oracle Fusion General Ledger</td>
</tr>
</tbody>
</table>
The following figure shows the different components you set up for payroll costing grouped by application.
You create components in Financials that support payroll costing, such as general ledgers, accounting calendars, and accounting periods. For example, you create ledgers in Financials that you later associate to your payrolls.

**Note:** If you didn’t install Financials, configure your offerings and select the feature choice for the Payroll Costing Options for Maintain Subledger Application and Accounting Method.

When setting up components in Financials:

1. Create an Accounting *key flexfield* for the chart of accounts.
2. Create value sets for the new structure.
3. Create General Ledger accounts that record payroll costs, such as cost, offset, payroll liability, cash clearing, and cash accounts.

When you create the equivalent accounts in payroll, ensure that you use the same natural account as your General Ledger accounts. For example, you ensure that the Cash account uses the same natural account, so that you can easily reconcile the cash account balance with the bank balance for transactions that occur in the same bank account.

You must have the Financials duty roles required to perform these tasks.
Subledger Accounting

Subledger Accounting generates subledger journals, creates subledger balances, and generates general ledger journals. Payroll supplies predefined data for Subledger Accounting, such as event classes for event entities.

When setting up components that Subledger Accounting uses to create and post accounting entries, you create:

1. Accounting methods
2. Journal line and entry rules

You must have the Subledger Accounting duty roles required to perform these tasks.

Cash Management

Payroll requires bank account information for check and electronic funds transfer payment types, and optionally for cash and money order payment types. If you plan to cost the payments that you issue, complete the bank, branch, and bank account information for the payment source and specify the General Ledger cash account.

To reconcile your payments, you create reconciliation rules, map transaction types to payment types, create bank statement transaction codes, and specify the General Ledger accounts for cash clearing and reconciliation differences.

You must have the Cash Management duty roles required to perform these tasks.

Cost Allocation Key Flexfield

You create an account key flexfield structure based on the Cost Allocation key flexfield code, and then create a structure instance that you associate to appropriate value sets. You map the structure instance to a legislative data group. You specify rules in Subledger Accounting to use the cost allocation key flexfield instance as the segment source in the Accounting key flexfield for the chart of accounts.

Tip: As a best practice, work with your financials department to ensure that you set up your chart of account segments so that you can transfer information between your payroll and general ledger.

Payroll Costing Accounts

After creating the components that support payroll costing in the other applications, you create the costing setup information for the different payroll accounts you intend to use, such as the cost, offset, suspense, default, payroll liability, cash clearing, and cash accounts. You enter the account information and any overrides for the different levels of the cost hierarchy.

Ensure that natural account segments are the same as the natural account specified in the equivalent general ledger accounts.

Payroll Setup Tasks for Financials

Payroll integrates with Oracle Fusion Financials. You must set up components in Financials, such as charts of accounts and ledgers, before you can set up banks to process payments, associate a ledger to a payroll definition, and run processes to distribute costing results.

Complete the following setup tasks in the Setup and Maintenance work area for the chart of accounts and ledgers. The application implementation consultant job role can perform the following tasks.
# Chart of Account Setup Tasks

Complete the following tasks to set up your chart of accounts information. Later, you associate the chart of accounts to a ledger.

<table>
<thead>
<tr>
<th>Task</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manage Chart of Accounts Value Sets</td>
<td>Create new or review existing value sets, which you will associate with a key flexfield segment.</td>
</tr>
<tr>
<td>Manage Chart of Accounts Structures</td>
<td>Create account structures that specify the segments to include, their order, and the value sets that will validate the data entered in the segments. Oracle Fusion General Ledger predefines the Accounting key flexfield.</td>
</tr>
<tr>
<td>Manage Chart of Accounts Structure Instances</td>
<td>Create account structure instances, which you will use to record transactions and maintain account balances.</td>
</tr>
<tr>
<td>Manage Chart of Accounts Value Set Values</td>
<td>Create groups of values, which you will assign to a key flexfield segment.</td>
</tr>
<tr>
<td>Manage Account Hierarchies</td>
<td>Search, create, and edit hierarchical groupings of accounts.</td>
</tr>
<tr>
<td>Manage Accounting Calendars</td>
<td>Set up accounting calendar period details. Determine the total number, frequency, and duration of the accounting periods.</td>
</tr>
</tbody>
</table>
| Manage Account Combinations         | 1. Create account combinations if the structure instance of your chart of accounts flexfield doesn't allow dynamically created account combinations.  
                                           2. Create accounts for each account combination used in payroll. As a best practice, use the same account numbers for your payroll and general ledger accounts.  
                                           3. If you reconcile payments in Oracle Fusion Cash Management, create an account combination for reconciliation differences.                     |

# Ledger Setup Tasks

You perform the following tasks as part of the accounting configuration setup for Global Payroll.

<table>
<thead>
<tr>
<th>Task</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manage Primary Ledgers</td>
<td>Create a ledger with a chart of accounts, accounting calendar, currency and subledger accounting method.</td>
</tr>
</tbody>
</table>

**Note:** If you are creating bank information, you must create a primary ledger.

Assign Legal Entities

Add the legal entities that use the ledger.

The Manage Legal Entity HCM Information task associates the payroll statutory units for legal entities to the legislative data group.

Specify Ledger Options

1. Complete all the fields for the General Information and Accounting Calendar, and Subledger Accounting sections.  
2. In the Period Close section, select the Retained Earnings Account you will use for payroll.
<table>
<thead>
<tr>
<th>Task</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.</td>
<td>In the Journal Processing Intercompany subsection, select the option to launch AutoReverse after the open period.</td>
</tr>
<tr>
<td>Assign Balancing Segment Values to Legal Entities</td>
<td>Assign specific balancing segment values to each legal entity before assigning values to the ledgers. By specifying this information, you can more easily identify legal entities during transaction processing and reporting.</td>
</tr>
<tr>
<td>Assign Balancing Segment Values to Ledger</td>
<td>Optionally, assign specific primary balancing segment values to the primary and secondary ledgers to represent transactions for nonlegal entities, such as adjustments.</td>
</tr>
<tr>
<td>Manage Reporting Currencies</td>
<td>Review and update reporting currencies. Reporting currencies maintain and record subledger and general ledger journal entries in additional currencies.</td>
</tr>
<tr>
<td>Review and Submit Accounting Configuration</td>
<td>Submit your configuration.</td>
</tr>
<tr>
<td>Open First Period</td>
<td>Open the first period when you are ready to process transactions for the ledger. After you open the first period, use the Manage Accounting Periods in General Ledger to open and close periods, and to specify the target period that concludes the series of calendar periods.</td>
</tr>
</tbody>
</table>

Related Topics

- Primary Ledgers, Secondary Ledgers, and Reporting Currencies
- Assign Legal Entities and Balancing Segments
- Chart of Accounts Structures and Instances

How to Payroll Setup Tasks for Subledger Accounting

Oracle Fusion Global Payroll integrates with Oracle Fusion Subledger Accounting to streamline accounting tasks. You transfer payroll transactions to Subledger Accounting, such as payroll transactions for costing the payroll run, payments, and partial period accruals. Subledger Accounting applies rules to the transactions and creates subledger journal entries and subledger balances for each payroll costing result. It transfers this information to Oracle Fusion General Ledger.

Payroll provides predefined data for Subledger Accounting. You create additional components in Subledger Accounting to support costing, such as accounting methods and rules.

This topic covers the following information:

- Selecting payroll feature choices for Subledger Accounting
- Viewing predefined data
- Integrating payroll with Subledger Accounting
- Performing optional tasks
- Creating accounting results
Selecting Payroll Features Choices for Subledger Accounting

Before you create implementation projects, you select payroll feature choices, such as the choice to cost your payroll. The following table shows how these choices determine the tasks you can view in Subledger Accounting.

<table>
<thead>
<tr>
<th>Feature Choices</th>
<th>View Predefined Data</th>
<th>Define Subledger Accounting Rules for Payroll</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maintain Subledger Application and Accounting Method</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>Maintain Subledger Accounting Method</td>
<td>No</td>
<td>Yes</td>
</tr>
</tbody>
</table>

Viewing Predefined Data

The Define Subledger Application and Sources task list includes predefined data, such as the definition of attribute values, process categories, event classes and event class options, sources, source assignments and accounting attribute assignments, journal line types, account derivation rules, journal lines definitions, and application accounting definitions. You can review this predefined information.

Defining Subledger Accounting Rules for Payroll

The Define Subledger Accounting Methods task list in the Setup and Maintenance work area includes tasks you must complete to integrate Subledger Accounting with Global Payroll.

Set the scope for the Define Subledger Accounting Methods task list to Payroll before performing the following tasks required for defining payroll costing.

<table>
<thead>
<tr>
<th>Page</th>
<th>Action</th>
</tr>
</thead>
</table>
| Manage Account Rules     | Specify the segment rules for each segment of the chart of accounts flexfield structure that has a corresponding source segment in the cost allocation key flexfield.  
  1. Select a chart of accounts rule, and edit the rule.  
  2. On the Edit Account Rules page, select the Chart of Accounts.  
  3. Select the Segment Rule Type, and the segment.  
  4. In the Rules section, select Source Value Type. In the Value field, select the corresponding segment of the cost allocation key flexfield. For example, if you are editing the account rule for the company segment of the chart of accounts, select the company segment that you defined in the cost allocation key flexfield structure.  
  5. In the Conditions section, enter the following text:  
    "Assignments Payroll Name" Is not null  
  6. Click the Validate button, and save the rule.  
  7. Repeat these steps for each segment of the chart of accounts that has a corresponding segment in the cost allocation key flexfield.  

The Dynamic Combination Creation Allowed option on the Edit Key Flexfield Structure Instance page for the General Ledger accounting key flexfield enables dynamic account combination.

- If you select the option, when you save the account rule, Subledger Accounting automatically creates the corresponding account combinations for General Ledger.
Manage Subledger Journal Entry Rules Sets

1. Create new journal entry rule sets for each type of event class: Costs, Payment Costs, Run Costs, and Partial Period Accrual for event types All and Reversal. Use the following templates:
   - Payroll Template Cost Rule Set
   - Payroll Template Run Cost Rule Set
   - Payroll Template Payment Cost Rule Set
   - Payroll Template Estimate Cost Rule Set
   - Payroll Template Reversal Estimate Cost Rule Set

   **Note:** Don’t copy existing journal entry rule sets. Create new journal entry rule sets instead.

2. Confirm the status is active.
3. Select an Accounting Date in the Journal Entry section.
4. Complete the credit and debit line types in the Journal Lines section.

Manage Journal Line Rules
Create journal line rules for the journal rule sets that have the same event class, and assign conditions.

Manage Accounting Methods

2. On the Payroll tab, add the newly defined journal entry rule sets for each event class.
3. From the Actions menu, change the status to Active.

   **Note:** If you update the accounting method, reset the status to Active.

Manage Subledger Accounting Options
1. Specify accounting options to define how journal entries are generated from subledger transactions.
2. Determine whether to summarize by General Ledger date or by General Ledger period.

Performing Optional Tasks
Complete the following optional tasks, as needed.

<table>
<thead>
<tr>
<th>Page</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>Import Supporting Reference Initial Balances</td>
<td>Import source values for the balances maintained by the segments that store supporting reference balances.</td>
</tr>
<tr>
<td>Manage Description Rules</td>
<td>Define the rules for the descriptions that appear on the subledger journal entry at the header and the line level.</td>
</tr>
<tr>
<td>Manage Supporting References</td>
<td>Decide what additional source information to store about a subledger journal at the header or line level.</td>
</tr>
</tbody>
</table>
Creating Accounting Results

If you plan to transfer and post accounting entries to General Ledger and to review those entries, you must set up security. The setup creates data roles based on the job, payroll, and legislative data group. Only users provisioned those roles can submit the Create Accounting process in the Scheduled Processes work area and review the resulting entries in the Accounting Distribution work area.

Related Topics
- Account Rules
- Accounting Method
- How You Define Account Rules
- Subledger Journal Entry Rule Set

Payroll Setup Tasks for Transferring Costs to General Ledger

Payroll accounts capture the account information required to generate journal entries for the ledgers used by your legal entities. If you create accounting results, you must generate and assign data roles required by Oracle Fusion Subledger Accounting. If you transfer your payroll costs from Subledger Accounting to Oracle Fusion General Ledger, you set up costing accounts for all the account combinations that you use in General Ledger. You also specify which accounting date to use as the basis for transferring and posting payroll costs.

Set Up Security

If you plan to transfer and post accounting entries to General Ledger and to review those entries, you must set up security. The setup creates data roles based on the job, payroll, and legislative data group. Only users provisioned those roles can perform the following tasks:
- Submit the Create Accounting process in the Scheduled Processes work area in draft mode to create journal entries for review, and in final mode to create, transfer, and post entries to General Ledger
- Use the Review Journal Entries task in the Accounting Distribution work area to review draft and final journal entries

Set Up Accounts for Payroll and General Ledger

As a best practice, set up accounts in payroll for the equivalent account combinations maintained in General Ledger. By using a similar structure, you avoid discrepancies, minimize maintenance, and improve communication between departments when resolving questions about journal entries.

For example, specify the same natural account segment for the payroll Cash account as used in General Ledger, so that you can reconcile the Cash account and bank balance for transactions that share the same bank account.

Transfer Costs to General Ledger

If you plan to transfer payroll and payment costs to General Ledger, complete the following steps.

1. Select the Transfer to General Ledger option on the following setup pages.

<table>
<thead>
<tr>
<th>Costing Setup Page</th>
<th>Costs Transferred</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manage Costing of Elements</td>
<td>Payroll run costs</td>
</tr>
</tbody>
</table>
2. Review the configuration parameters on the Manage Payroll Process Configuration page that control which accounting date to use when you transfer and post journal entries to General Ledger.

<table>
<thead>
<tr>
<th>Parameter Name</th>
<th>Parameter Description</th>
<th>Default Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting Date for Transfer to General Ledger</td>
<td>Accounting Date, which uses one of the following dates:</td>
<td>P</td>
</tr>
<tr>
<td></td>
<td>- Process Date of the payroll run (P)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>This is also the date used to transfer and post journal entries for costing results to General Ledger.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Date Earned (E)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- EVE</td>
<td></td>
</tr>
<tr>
<td></td>
<td>For the accounting date of the Partial Period Accrual Reversal process, Date Earned specified on the Payroll Definition page on the Time Periods tab is used. If the Date Earned isn’t defined, the payroll period end date is used.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>For the actual payroll run costs, the process date of the payroll run is used.</td>
<td></td>
</tr>
<tr>
<td>Reversal and Balance Adjustment Accounting Date</td>
<td>Accounting date, which uses one of the following dates:</td>
<td>T</td>
</tr>
<tr>
<td></td>
<td>- Process date of a reversal or a balance adjustment (P)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Process end date of the Transfer to Subledger Accounting task (T)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>This is also the date used to transfer journal entries for costing results to General Ledger.</td>
<td></td>
</tr>
</tbody>
</table>

**Related Topics**

- Payroll Process Configuration Parameters

**Setting Up Reconciliation for Payments**

Oracle Fusion Global Payroll integrates with Oracle Fusion Cash Management and Oracle Fusion General Ledger. This integration facilitates the setup of banks, branches, and bank accounts, and the reconciliation of bank statements with payment transactions.
An administrator or implementor with the appropriate privileges performs the tasks shown in the following table in the Setup and Maintenance work area:

<table>
<thead>
<tr>
<th>Application</th>
<th>Setup Steps</th>
<th>Task</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Ledger</td>
<td>Create an account combination for the reconciliation differences account.</td>
<td>• Manage Account Combinations</td>
</tr>
</tbody>
</table>
| Cash Management     | Set up transaction codes that map to the payment method transaction codes used in payroll. | • Manage Cash Transaction Type Mapping  
|                     |                                                                           | • Manage Bank Statement Transaction Codes |
| Cash Management     | Create reconciliation rules.                                              | • Manage Bank Statement Reconciliation Tolerance Rules  
|                     |                                                                           | • Manage Bank Statement Reconciliation Matching Rules  
|                     |                                                                           | • Manage Bank Statement Reconciliation Rule Sets |
| Payroll             | Create liability, cash clearing, and cash accounts for your payment sources. | • Manage Costing of Payment Sources       |
|                     | Specify the option Transfer to General Ledger.                             |                                           |

This topic covers the steps for setting up the following objects:
- Reconciliation differences account
- Payroll transaction codes
- Reconciliation rules
- Payroll accounts

### Setting Up Reconciliation Differences Account
If you reconcile payment costs before posting the costing results to Oracle Fusion General Ledger, set up a reconciliation differences account in General Ledger using the Manage Account Combinations task. The reconciliation differences accounts in Cash Management records discrepancies between the bank statement and the transferred payment files, such as over and under payments.

### Setting Up Payroll Transactions Codes
If you cost your payments, set up and map transaction codes in Cash Management for the organization payment methods.

<table>
<thead>
<tr>
<th>Task</th>
<th>Action</th>
</tr>
</thead>
</table>
| Manage Bank Statement Transaction Codes | 1. Review the transaction and statement codes that your enterprise currently uses  
|                                        | 2. Create transaction codes for the transaction types that support your organization payment methods |
| Manage Cash Transaction Type Mapping   | 1. Map transaction types to payment types used for the organization payment methods that support costing of payments.  
|                                        | 2. Identify the organization payment methods for payroll accounts, such as payroll liability, cash, and cash clearing accounts. |
Setting Up Reconciliation Rules

Payroll processes transfer your payment entries to Cash Management for manual or automatic reconciliation with bank statements, and cost the unreconciled and reconciled payments to the appropriate account, such as the cash clearing and cash accounts.

If you reconcile transactions automatically, in Cash Management complete the tasks listed in the following table.

<table>
<thead>
<tr>
<th>Task</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manage Bank Statement Reconciliation</td>
<td>Create tolerance rules based on date, amount, or percentage that prevent or warn you when reconciliation exceeds a defined tolerance.</td>
</tr>
<tr>
<td>Tolerance Rules</td>
<td></td>
</tr>
<tr>
<td>Matching Rules</td>
<td></td>
</tr>
<tr>
<td>Manage Bank Statement Reconciliation</td>
<td>Assign a group of matching rules and tolerance rules to a bank account for reconciling bank statement lines with transactions.</td>
</tr>
<tr>
<td>Rule Sets</td>
<td></td>
</tr>
<tr>
<td>Manage Bank Accounts</td>
<td>Specify the Reconciliation Differences account you set up in Oracle Fusion General Ledger.</td>
</tr>
</tbody>
</table>

Setting Up Payroll Accounts

Create a liability and cash account. Create a cash clearing account to track payments such as checks, where a delay exists between the date the payment is issued and the date it clears. Use the Manage Costing of Payments task in the Setup and Maintenance work area or in the Accounting Distribution work area of Oracle Fusion Global Payroll.

Note: When you set up the accounts, it’s best practice to enter the same account information that you use for the cash and cash clearing account that you created in General Ledger.

Related Topics

- Considerations When You Create Accounts
- How to Reconcile Payroll Payments

Payroll Cost Accounts

Payroll Setup Tasks for Costing Accounts

Set up accounts in the Accounting Distribution work area to cost payroll run and payment results, and to store invalid and unallocated costs. Review the options available for each of the following payroll accounts.

- Cost and priority accounts
- Offset accounts
- Payroll liability, cash, and cash clearing accounts
• **Suspense** and **default** accounts

### Cost and Priority Accounts

Cost accounts store expenses and employer liabilities and charges. You have several options to manage how costing processes, such as Calculate Payroll, derive the cost account number.

- Create overrides
- Charge costs to a single priority account
- Allocate a cost to several accounts
- Distribute a cost to elements included in a distribution group

### Create Overrides

You create overrides by entering cost account numbers at lower levels of the cost hierarchy. The following table lists examples of why you might create overrides.

<table>
<thead>
<tr>
<th>Type of Overrides</th>
<th>Typical Reasons</th>
<th>Examples</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lower levels of the cost hierarchy</td>
<td>Manage costs at a granular level.</td>
<td>You enter a cost center number for a specific job to override the cost center information at the department level.</td>
</tr>
<tr>
<td>Person level</td>
<td>Set up costing for a person at the payroll relationship, terms, assignment level.</td>
<td>You split the salary costs for a worker whose assignment involves working for two departments that belong to different cost centers.</td>
</tr>
</tbody>
</table>

### Charge Costs to a Single Priority Account

Use **priority accounts** to cost elements that require the same account combination. For example, you might use a priority account for an hourly earning element for laboratory work that is charged to a grant fund.

Create a priority account on the Manage Costing of Elements page to charge the entire cost or a portion of it to a priority account. If you allocate only a percentage of a cost to a priority account, the remaining percentage is derived using standard costing. When you create a priority account, you must specify a value for each segment.

### Allocate a Cost to Several Accounts

Allocate a cost to more than one account by creating several accounts for an object. Specify the percentage to charge to each account. For example, allocate costs to split salary costs for a job shared between two cost centers on the Manage Costing of Jobs page.

The following table shows where you set up cost allocations.

<table>
<thead>
<tr>
<th>Account</th>
<th>Costing Setup Pages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cost</td>
<td>Manage Costing of Departments</td>
</tr>
<tr>
<td></td>
<td>Manage Costing of Jobs</td>
</tr>
<tr>
<td></td>
<td>Manage Costing of Positions</td>
</tr>
<tr>
<td></td>
<td>Manage Cost for a Person</td>
</tr>
</tbody>
</table>
Distribute a Cost to Elements Included in a Distribution Group

Distribute the cost of an element, such as an employer tax or liability, across a group of elements. This group typically includes earnings elements, but may also include other elements at the payroll relationship level. Create the distribution group on the Manage Object Groups page, and set up the distribution options on the Manage Costing of Elements page.

When you calculate your payroll, the process distributes the cost results for the distributed element across the elements in the group. The distribution is based on the ratio each element contributes to the group’s total. The process overrides the account numbers of the segments of the elements in the group with the account numbers defined for the segments of the distributed element.

Offset Accounts

Offset accounts create balancing entries required for double-entry bookkeeping. Set up an offset account on the Manage Costing of Elements page for each element eligibility record that you cost.

The following table describes typical payroll expenses and the type of offset accounts to set up.

<table>
<thead>
<tr>
<th>Element Classification</th>
<th>Type of Accounting</th>
<th>Offset Account</th>
</tr>
</thead>
<tbody>
<tr>
<td>Standard earnings</td>
<td>Cash Accounting</td>
<td>Asset account, such as Cash in Bank</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Payroll liability account, such as Wages</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Payable</td>
</tr>
<tr>
<td>Employer liabilities</td>
<td>Cash and Accrual Accounting</td>
<td>Liability account for specific type of liability, such as Union Dues</td>
</tr>
</tbody>
</table>

Liability, Cash, Cash Clearing Accounts

The number of payment accounts you create depends on whether your company uses cash or accrual accounting, and whether you reconcile your payments. Create accounts for your payment sources on the Manage Costing of Payment Sources page in the Accounting Distribution work area.

The following table lists the accounts you would typically create for each type of accounting.

<table>
<thead>
<tr>
<th>Type of Accounting</th>
<th>Type of Accounts</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and accrual accounting</td>
<td>Create a cash account for each separate bank account. Specify the appropriate natural account for each record.</td>
<td></td>
</tr>
<tr>
<td>Accrual accounting</td>
<td>Create a payroll liability account for each payment source you cost.</td>
<td></td>
</tr>
</tbody>
</table>
If you reconcile your payments, create a cash clearing account to generate costing entries when the payments clear. Typically, you set up cash clearing accounts for payments where a delay exists between the date the payment process issues the payment and the date the bank clears it.

When setting up the accounts, enter the same account information that you use for the Oracle Fusion General Ledger accounts you use with Oracle Fusion Cash Management.

**Suspense and Default Accounts**
Set up suspense and default accounts on the Manage Costing of Payrolls and the Manage Costing of Departments pages. You set up these accounts at the payroll level and override them, if required, with suspense and default accounts at the department level. For example, in a large enterprise you might set up default accounts for departments where the managers commonly review and resolve their department’s expenses.

**Tip:** As best practice set up a suspense and default account at the payroll level. Otherwise, you must set up a suspense and default account for every department to ensure you charge invalid and unallocated costs to an account.

If you don’t specify a value for each segment of the cost account when you set up costing or for the element entry, the resulting calculation is determined by two factors:

- Segment of the cost allocation key flexfield is required or optional
- Suspense account is defined

If a segment of the cost allocation key flexfield is:

- Optional, regardless of whether you define a suspense account, the result displays a blank (null) value in the segment
- Required, and the suspense account is defined, the costing result is placed in a suspense account
- Required, and the suspense account is not defined, the calculation displays an error, and the person’s results aren’t costed

**Related Topics**
- How Payroll Cost Results are Calculated

**Costing of Elements Options**
Decide how to cost element eligibility records, including which type of costing to apply and which input value to cost. You determine which account numbers to specify for the cost account segments, such as the natural account, and which offset account balances the cost account.

If you are setting up costing, you typically specify costing using the Manage Costing of Elements page in the Setup and Maintenance work area or the Accounting Distribution work area. When creating or updating an element using the Manage Elements page in the Payroll Calculation work area, use the Costing section.

When you create costing for elements, review the following points:

- Predefined costing options
- Element eligibility records to cost
- Input values to cost
- Costing type to select
• Elements at the payroll relationship level
• Offset accounts segments to complete
• Priority account to use

Predefined Costing Options
The primary element classifications include predefined costing options which determine whether you can perform the following actions:
• Cost an element that belongs to a primary classification
• Include the element in a distribution group
• Charge the cost as a debit or credit

Element Eligibility Records
The type of element you create determines which element eligibility records you cost. When you create an element, you create a base element. Some templates also create a related element to store the calculated results. For example, when the element template creates pretax, involuntary, and voluntary deductions, it also creates a results element. For some countries, the template also creates a results element for earnings elements.

As a guideline, if the element template creates a base and results element:
• Set up element eligibility records for both the base and results element
  The base and results element eligibility records can serve different purposes. For example, you might create two records for the base element to limit who is eligible, and one open record for the results, if you cost the element results for your eligible employees the same way.
• Specify costing information for the results element eligibility record

As an example, the template for a garnishment element might generate several processing fee elements. You set up element eligibility records for the base element and all the fee result elements, and then specify costing for all the element eligibility records for the fee result elements. You must cost all the element eligibility records of the results element, even if you set up the same costing information for all the eligibility records.

Input Values to Cost
When you create costing for an element eligibility record, you must indicate which input value to cost, such as the pay value or the tax calculated. The costed input values usually contain the calculated monetary result. Optionally, specify other input values to cost, such as input values used to report the costs for the number of hours or days, or other units, such as piece work completed or the number of miles driven.

Costing Type to Select
The Costing Type option determines which levels of the cost hierarchy the application checks when building the account number for each segment of the cost account.

Note: The costing type only applies to the cost account, and not the offset account.

Review the following table before selecting the costing type.

<table>
<thead>
<tr>
<th>Costing Type</th>
<th>Levels Checked for Costing Details</th>
<th>When to Use</th>
<th>Examples</th>
</tr>
</thead>
</table>
| Costed       | All levels                        | Earnings elements at assignment or terms level | Standard earnings
              |                                    |             | Supplemental earnings |
Implementing Payroll Costing

<table>
<thead>
<tr>
<th>Costing Type</th>
<th>Levels Checked for Costing Details</th>
<th>When to Use</th>
<th>Examples</th>
</tr>
</thead>
<tbody>
<tr>
<td>Distributed</td>
<td>All levels</td>
<td>Elements for employer costs and other elements at the payroll relationship level.</td>
<td>• Employer charges, taxes and liabilities at the payroll relationship level</td>
</tr>
<tr>
<td></td>
<td>Calculation for distributed costing starts with the values entered in the element eligibility costing record. The calculation derives values for other segments from the costing values on the associated entries of the distribution group. It generates one costing result for each entry in the distribution group.</td>
<td>Elements where you distribute costs based on the costs of earning elements.</td>
<td>• Overtime calculated using average hourly rates and distributed based upon straight time.</td>
</tr>
<tr>
<td>Fixed Costed</td>
<td>Element entry, element eligibility, and payroll levels only</td>
<td>Deduction elements</td>
<td>• Pretax deductions</td>
</tr>
<tr>
<td></td>
<td>To enter the cost account segments normally derived from the department, job, or position level, you must set up your Cost Allocation key flexfield structure to enable entry of those segments at the element eligibility level.</td>
<td></td>
<td>• Employee tax deductions</td>
</tr>
<tr>
<td>Not Costed</td>
<td>None</td>
<td>Optionally, record your decision not to cost the run result value for this element</td>
<td>• Elements that do not affect net pay, such as taxable benefits (imputed earnings) where the amount you tax the employee is not your cost of providing the benefit.</td>
</tr>
<tr>
<td></td>
<td>The element isn’t costed.</td>
<td></td>
<td>• Information elements</td>
</tr>
</tbody>
</table>

Elements at the Payroll Relationship Level

If you are costing an element at the payroll relationship level that requires attributes from the assignment level, use one of the following methods:

• Fixed costing if you charge the payroll relationship level entries to a balance sheet
• Distributed costing if the payroll relationship level entries require department number information

Offset Account Segments to Complete

The Cost Allocation key flexfield determines the segments available for entry for the offset account. You don’t have to complete all the segments. If you leave a segment blank, the application builds the account information based on the corresponding segment entered for the cost account.

Priority Account to Use

Use a priority cost account to bypass the standard process and to charge all or a percentage of the cost to a single account combination. The functionality is similar to fixed costing, except that costing at the element entry level doesn’t override it. You can use a priority account to allocate a portion of the results to a cost account and the standard costing derives results for the remaining portion.
When you create a priority account you specify the percentage of the cost to charge to the priority account. If a priority account pays for only a portion of the cost, such as a matching grant, specify the percentage covered by the priority account. The account number for the remaining percentage is derived by the standard costing process.

🔍 **Note:** You must specify a value for each segment of the priority cost account.

**Related Topics**
- How Payroll Cost Results are Calculated

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**Distributed Costing**

**How to Set Up Distributed Costing**

This topic explains how to distribute the costs for employer taxes, charges, and liabilities based upon earnings elements, such as wages, overtime, and shift pay.

**Creating the Distribution Group**

Create a distribution group that includes your earnings elements.

1. In the Payroll functional area, use the Manage Object Groups task.
2. On the Manage Object Groups page, create an element group.
3. Specify Distribution Group for the Usage Type parameter.
4. Specify which element classification or elements to include in the group.

The costing option for the element’s primary classification controls whether you can include the element in a distribution group. Typically, you include both standard and supplemental earnings in the distribution group.

**Setting Up Costing**

You set up distributed costing at the element eligibility level in the Setup and Maintenance work areas. Confirm on the Manage Elements page in the Payroll Calculation work area that you created element eligibility records for results elements generated by the element template when you created the element. Complete the following steps to set up distributed costing:

1. Use the Manage Costing of Elements task in the Workforce Deployment functional area.
2. Search for and select the element eligibility record of the element, such as an employer liability record.

🔍 **Note:** You must cost all the element eligibility records of the results element, even if you set up the same costing information for all the eligibility records. If there is no results element, cost the base element.

3. Update the record.
4. Set up the cost account information:
   a. In the Costing Type field, select **Distributed**.
   b. In the Distribution Group field, select the element group you created.
   c. Select the **Transfer to General Ledger** option if you plan to transfer and post costing results to your general ledger.
   d. In the Costed Input Values section, add the input value that has a special purpose definition of primary output value as the input value to cost.
e. In the Cost Account section, enter values for the segments that you don’t want the costing calculation to derive from distributed costing.

f. In the Offset Account section, select the appropriate segments for the offset account. Typically, you select values that are different from the offset account used for earnings and deductions.

## Setting Up Distributed Costing for an Element

This example demonstrates how to set up costing for an element whose costs you distribute to the earnings elements of a distribution group.

The following table summarizes the key decisions for this scenario.

<table>
<thead>
<tr>
<th>Decisions to Consider</th>
<th>In this Example</th>
</tr>
</thead>
<tbody>
<tr>
<td>Which element’s costs are you distributing?</td>
<td>Employer Union Pension Expense element</td>
</tr>
<tr>
<td>Which distribution group should carry the costs of the distributed element?</td>
<td>Pensionable Wages</td>
</tr>
<tr>
<td>Which input value of the distributed element does the costing process use to calculate costs?</td>
<td>Pay Value</td>
</tr>
<tr>
<td>What is the natural account number to use for the cost account segment?</td>
<td>5220 Employer Union Pension Expense account</td>
</tr>
<tr>
<td>Which offset account number is used to balance this cost account?</td>
<td>00.000.2152 Employer Union Pension Payable liability account</td>
</tr>
</tbody>
</table>

In this example, the payroll manager costs the employer portion of the pension liability by creating an element for the employer union pension expense, and a distribution group that includes the employee’s wage elements.

### Prerequisites

1. Set up the Cost Allocation key flexfield.
2. Create costing for element eligibility records for each of the pensionable earnings elements, such as the regular wages and overtime wages.
3. Create an element group, Pensionable Wages, which includes the pensionable earnings elements.

### Creating Costing for a Distributed Element

1. In the Accounting Distribution work area, click the Manage Costing of Elements task.
2. On the Manage Costing of Elements page, search for the element eligibility record for the Employer Union Pension element and click **Create Costing Details**.
3. In the Create Costing of Elements window, Enter 1/1/00 as the effective start date and then click **Continue**.

   As a best practice, enter the same effective start date you specified for the element eligibility record.
4. On the Create Costing of Elements page, complete the fields in the Costing Information section, as shown in this table.
5. In the Costed Input Values section, click **Add Row**. Complete the fields as shown in this table.

<table>
<thead>
<tr>
<th>Field</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Costing Type</td>
<td>Distributed</td>
</tr>
<tr>
<td>Distribution Group</td>
<td>Pensionable Wages</td>
</tr>
<tr>
<td>Transfer to GL</td>
<td>Yes</td>
</tr>
</tbody>
</table>

6. In the Cost Accounts section, select **5220** for the natural account segment.

   In this example, the only segment entered is the natural account segment for the employer liability.

7. In the Offset Accounts section, complete the fields, as shown in this table.

<table>
<thead>
<tr>
<th>Field</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Division</td>
<td>00</td>
</tr>
<tr>
<td>Department</td>
<td>000</td>
</tr>
<tr>
<td>Natural Account</td>
<td>2152</td>
</tr>
</tbody>
</table>

   In this example, the offset account is the payable liability account, and the balance sheet account numbers are for the Division and Department segments.

   Note: If a value is captured for the same segment at higher levels in the costing hierarchy of distribution group members, then that segment value will be considered though the value is defined at element eligibility level of distributed element.

8. Click **Submit**.

Related Topics

- How Payroll Cost Results are Calculated
- Overview of Object Groups
How Distributed Costing Is Calculated

Many enterprises distribute the costs for employer taxes, charges, and liabilities over earnings elements. For example, you might distribute an overhead expense, such as an employer liability over a group of elements that include regular, overtime, and shift pay.

How Distributed Payroll Costs Are Calculated

The following steps explain how the payroll run calculates the cost distribution.

1. The process adds the cost for the distributed element to elements included in the distribution group. It distributes the costs based on the ratio each element contributes to the total amount for the distribution group.

   If an element in the distribution group produces no run results, the application distributes the results to the remaining members.

   **Note:** Costing at the element entry level for an element included in the distribution group uses the costing defined for it, not the costing defined for the distributed element.

2. The process builds each segment of the cost account by starting with the lowest level of the cost hierarchy. When it reaches the element eligibility level, the process applies the rules shown in the following table.

<table>
<thead>
<tr>
<th>Costing Exists at Element Eligibility Level</th>
<th>Account Numbers Used</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>Numbers specified for the distributed element, in place of account numbers for the segments of the distribution group elements</td>
</tr>
<tr>
<td>No</td>
<td>Numbers derived for the segments of the distribution group elements</td>
</tr>
</tbody>
</table>

   For example, suppose the only difference between the costing result for an overtime wage and distributed element is the natural account segment. The account number is 5130 for the overtime wage and for 5220 for the distributed element. The process adds the proportional cost of the distributed element to the overtime wage. It derives the natural account segment as shown in the following table.

<table>
<thead>
<tr>
<th>Costing Exists at Element Eligibility Level</th>
<th>Account Numbers Used</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>The process costs the result to distributed element’s natural account of 5220</td>
</tr>
<tr>
<td>No</td>
<td>The process retains the account number for the overtime wage of 5130</td>
</tr>
</tbody>
</table>

Example of Calculating Distributed Costing

This example illustrates how the cost for an element is distributed based upon earnings elements included in a distribution group.
Scenario
In this example, the total gross pay is 30,000 USD. You distribute the cost of an income tax over the earnings elements in a distribution group.

Distributing Tax Over Earnings
You create a distribution group that includes all your earnings elements and add an eligibility record with distributed costing to the income tax element.

Analysis
You run the payroll calculation process. The costing calculation:
- Totals the results of all elements within the distribution group
- Calculates the percentage that each costed run result represents of the total for the group
- Distributes the cost of the income tax proportionally
  The process uses the ratio when generating the final costing results complete segments not specified on the element eligibility costing.

You then review the distributed results.

Cost Distribution
This table shows the costing results calculated for the distributed element.

<table>
<thead>
<tr>
<th>Element Name</th>
<th>Distributed element</th>
<th>Input Value</th>
<th>Distributed Input Value</th>
<th>Account</th>
<th>Debit (USD)</th>
<th>Credit (USD)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regular Wages</td>
<td>Earnings Calculated</td>
<td></td>
<td></td>
<td>4310. 1010. 1010. 3710. 1010. 6530. 51200.100003.</td>
<td>20,000</td>
<td></td>
</tr>
<tr>
<td>Regular Wages</td>
<td>Earnings Calculated</td>
<td></td>
<td></td>
<td>4310. 1010. 1010. 3710. 1010. 6530. 51200.100004</td>
<td>20,000</td>
<td></td>
</tr>
<tr>
<td>Bonus</td>
<td>Earnings Calculated</td>
<td></td>
<td></td>
<td>4310. 1010. 1010. 3710. 1010. 6530. 51200.100001</td>
<td>10,000</td>
<td></td>
</tr>
<tr>
<td>Bonus (Offset)</td>
<td>Earnings Calculated</td>
<td></td>
<td></td>
<td>4310. 1010. 1010. 3710. 1010. 6530. 51200.100002</td>
<td>10,000</td>
<td></td>
</tr>
<tr>
<td>Income Tax</td>
<td>Income Tax</td>
<td>Tax Calculated</td>
<td>Tax Calculated</td>
<td>4310. 1010. 1010. 3710. 1010. 6530. 51200.100007</td>
<td>8,517</td>
<td></td>
</tr>
</tbody>
</table>
Cost Allocation

Allocating Costs to Accounts

Allocate a cost by creating several accounts and specifying the percentage of the total cost each account receives. You can allocate costs at the department, job, position, or person level, and at the element eligibility level for priority accounts. Allocating costs at lower levels of the costing hierarchy requires greater maintenance, but offers greater control over reporting and tracking costs.

Review the following points before allocating costs:

- Allocating costs at the department, job, position, and person levels of the costing hierarchy
- Allocating costs using a priority account

Allocating Costs at Different Levels

When you allocate a cost at the department, job, position, or person level, you specify the percentage each account receives of the cost. If the total allocation isn’t 100 percent, when the application builds the cost account numbers, it places the unallocated cost in a default account. The following table lists typical reasons for allocating costs at different levels.

<table>
<thead>
<tr>
<th>Costing Hierarchy Level</th>
<th>Problem</th>
<th>Solution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Department</td>
<td>You take a facility out of normal operation while retooling a production line.</td>
<td>You allocate the labor costs for the facility’s work to a different account.</td>
</tr>
<tr>
<td>Job or Position</td>
<td>You want to compare cost results for jobs in different cost centers.</td>
<td>You allocate costs at the job level to generate cost results based on job.</td>
</tr>
<tr>
<td>Person</td>
<td>You divide a person’s time between two departments and want to charge each department.</td>
<td>You split the costs of the person’s salary by allocating 50 percent of the salary cost to each department.</td>
</tr>
</tbody>
</table>
Allocating Costs Using a Priority Cost Account

Allocate costs using a priority account to charge the costing results for an element eligibility record to one or more accounts. The following table describes the choices.

> **Note:** You must enter an account number for each segment of the priority account.

<table>
<thead>
<tr>
<th>Percentage Allocated</th>
<th>Example</th>
</tr>
</thead>
<tbody>
<tr>
<td>Entire cost to a single cost account</td>
<td>You fund the entire hourly earning element for work performed in a lab from a single account.</td>
</tr>
<tr>
<td></td>
<td>You create a priority account and specify 100 for the percentage.</td>
</tr>
<tr>
<td>Percentage of the cost to one or more accounts</td>
<td>You fund a percentage of an hourly earning element for work performed in a lab from a matching grant.</td>
</tr>
<tr>
<td></td>
<td>You create a priority account and specify the percentage paid by the matching grant. The application derives the account number combination for the remaining percentage using the standard costing process.</td>
</tr>
</tbody>
</table>

How to Allocate Costs to Several Accounts

When you allocate costs, you create multiple cost accounts that share a cost. You can allocate the cost results for departments, jobs, positions, and people. You can allocate the priority cost account for an element.

Allocating Costs

You manage allocations on the costing setup pages from the Accounting Distribution work area by following these steps.

1. Query the object, such as a job, and create a row for each account you want to add.
2. Select the account number for the segments that are defined only at that level, such as the cost center.
3. Specify the percentage of the cost to charge the account.
4. Repeat the steps for each account.
5. Review the total allocation.

If the total allocation does not equal 100 percent, the application charges the remaining percentage of the costs to another account as shown in the following table.

<table>
<thead>
<tr>
<th>Account Charged Allocated Percentage</th>
<th>Account Charged Unallocated Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cost account</td>
<td>Default account</td>
</tr>
<tr>
<td>Priority cost account</td>
<td>Cost account</td>
</tr>
</tbody>
</table>

Related Topics

- How Payroll Cost Results are Calculated
Examples of Allocating Department Costs to Different Accounts

This example demonstrates how to allocate costing at the department level to two cost centers. In this example, the cost account includes a segment for the cost center. The payroll manager allocates 35 percent of the costs of the Administration department to the Eastern District Office and the remainder to the Western District Office.

Splitting Department Costs Between Cost Centers

1. In the Accounting Distribution work area, click the Manage Costing of Departments task.
2. On the Manage Costing of Departments page, search for the Administration department.
3. In the Search Results section, select the row for the Administration department, and click Create Costing Details.
4. In the Create Costing of Departments window, enter the effective date when the costing record takes effect.
5. On the Create Costing for Departments page, in the Cost Account section, click Create.
6. Click Create again to add a second row.
7. In the Cost Accounts table, complete the fields as shown in this table.

<table>
<thead>
<tr>
<th>Percent</th>
<th>Cost Center Segment</th>
</tr>
</thead>
<tbody>
<tr>
<td>35</td>
<td>Eastern District Office Cost Center 814390</td>
</tr>
<tr>
<td>65</td>
<td>Western District Cost Center 816560</td>
</tr>
</tbody>
</table>

If the total percentage does not equal 100, the costing process places the remaining unallocated amount in a default account during the payroll calculation.

8. Click Save.
9. Click Submit.

Related Topics

- How Payroll Cost Results are Calculated

Costing for a Person

Setting Up Costing for a Person

Manage costing at the person level to track costs for people in your enterprise. Cost all the elements the person is eligible to receive or cost individual elements. You can also split the cost across accounts, for example, to divide the cost of a person’s salary between two departments. Use the Manage Costing for Persons task in the Accounting Distribution work area.

Before setting up costing at the person level, review the following considerations:

- Monitoring and tracking costs at the person level
- Costing elements
- Allocating costs to single or multiple accounts
Monitoring and Tracking Costs at the Person Level
Costing at the person level requires maintenance, but it gives you greater control in monitoring costs. For example, suppose you start a new project and want to track the costs incurred by the employees reassigned temporarily to the project. To monitor these costs, you can set up costing at the person level for these employees.

Costing Elements
When the application builds the cost account number, it uses the account number you specify for the person on the Manage Costing for a Person page, unless you specify costing for the:

- Element entry for the person
- Element using a priority account

You can control which elements to cost for a person as shown in the following table.

<table>
<thead>
<tr>
<th>Goal</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cost all the elements a person is eligible to receive</td>
<td>1. Select the payroll relationship folder from the Costing for Person Overview section.  2. Select Create Costing from the Actions menu.</td>
</tr>
<tr>
<td>Cost all the elements defined at the assignment level</td>
<td>1. Select the assignment folder from the Costing for Person Overview section.  2. Select Create Costing from the Actions menu.</td>
</tr>
<tr>
<td>Cost specific elements at an employment level</td>
<td>1. Select the appropriate employment level folder from the Costing for Person Overview section.  2. Select Create Costing of Element from the Actions menu.  3. Select an element from the dialog that displays.</td>
</tr>
</tbody>
</table>

Allocating Costs to Single or Multiple Accounts
You can divide costs among accounts by adding accounts in the Cost Account section. When you allocate costs, you have the following choices:

- Allocate the entire cost to a single account.
- Divide the cost over several accounts, specifying the percentage each account receives. If you don’t allocate 100 percent, the application costs the remainder to a default account.

Related Topics
- How Payroll Cost Results are Calculated

Person Costing Setup
This example demonstrates how to allocate costing at the assignment level for a person who divides the time worked between two managers at different cost centers, and how to override costing for a specific element at the assignment level.

In this example, Joe creates presentations for the marketing division. You learn that for the next 6 months Joe will spend 40 percent of his time creating presentations for the sales division. With the exception of the parking allowance, which you continue to cost to the marketing division, you must split his costs between the two divisions.
Creating Costing for the Assignment

1. In the Accounting Distribution work area, click the Manage Costing for Persons task.
3. On the Manage Costing for a Person page, in the Costing for a Person Overview section, select Joe's assignment.
4. From the Actions menu, select Create Costing.
5. In the Create Costing dialog, enter January 1, 2013 for date the costing takes effect.
6. In the Create Cost Accounts: Assignment section, click Create.
7. Click Create again to add a second row.
8. In the Create Cost Accounts table, complete the fields as shown in this table.

<table>
<thead>
<tr>
<th>Percent</th>
<th>Cost Center</th>
</tr>
</thead>
<tbody>
<tr>
<td>40</td>
<td>41533</td>
</tr>
<tr>
<td>60</td>
<td>41577</td>
</tr>
</tbody>
</table>

9. Click Save.

Creating Costing for an Element

1. In the Costing for a Person Overview section, select Joe's assignment.
2. From the Actions menu, select Create Costing of Element.
3. In the Create Costing window, enter January 1, 2013 as the date the costing takes effect.
4. In the Create Cost Accounts: Assignment section, select the Parking Allowance element and click Create.
5. In the Create Cost Accounts table, complete the fields as shown in this table.

<table>
<thead>
<tr>
<th>Percent</th>
<th>Cost Center</th>
</tr>
</thead>
<tbody>
<tr>
<td>100</td>
<td>41577</td>
</tr>
</tbody>
</table>

6. Click Save.
7. Click Submit.

The costing remains in effect until you end the record with the date the allocation no longer applies.

Related Topics

- How Payroll Cost Results are Calculated

FAQs for Payroll Costing

What's the difference between allocating and distributing costs?

Allocating and distributing costs are two different methods of managing costing. Allocation splits a cost for an object, such as a department, job, position, or a person across cost accounts.
Distribution adds the costs of an element to the costing results of other elements in a distribution group. Typically, you distribute the costs of employer charges and liabilities across a group of earnings elements.
3 Calculate Cost Distributions

Overview of Calculate Cost Distributions

The Calculate Payroll process automatically calculates the costs for the payroll run. Submit separate processes to calculate the cost distributions for retroactive costs, payments, cost adjustments, balance adjustments, and partial period accruals throughout the payroll cycle. You can submit these processes from the Accounting Distribution work area.

Calculate Retroactive Costing

Calculate retroactive costing after you update the original costing setup information. For example, you might correct invalid account numbers charged to a suspense account. Typically, you submit the process when it’s not possible or convenient to roll back and recalculate the costing.

The Calculate Retroactive Costing process:

1. Compares the recalculated costs to the original results.
2. Negates original entries that have changed.
3. Creates new entries for the current payroll process.

Calculate Costing of Payments

Cost payments after calculating or distributing your payments, or after reconciling payments against a bank statement.

The process:

- Allocates costs to the accounts you set up for each payment source
- Calculates costs for all payments, including voided, canceled, external, unreconciled, and reconciled payments

Adjust Cost for a Person

Manually adjust the amount or percentage of a cost result allocated to one or more accounts. The adjustment creates an offset for the original costing entry.

Cost adjustments are corrective actions that apply only to the costing result for the payroll run, and in reports and calculations based on the payroll run. To use the adjusted information in subsequent payroll runs, update the account information on the costing setup pages.

Costing of Balance Adjustment

Calculate the costing of balance adjustments after you complete the balance adjustment or later in the accounting cycle.
Costing balance adjustments ensures that later processes or reports use the correct costing. You select an option to cost a balance adjustment when you process the adjustment on the Adjust Individual Balances page of the Payroll Calculation work area. After you complete the adjustment, you submit the Costing of Balance Adjustment process to cost the adjustment.

Calculate Partial Period Accruals

Submit the Calculate Partial Period Accruals process to use the costs from a previous payroll period as the basis for the estimates of the current accounting period. Use this process for the following scenarios:

- Your payroll period overlaps two accounting periods.
- You require an estimate of costing results to close an accounting period.

When you transfer the costs to Oracle Fusion Subledger Accounting, the transfer process creates Partial Period Accrual and Partial Period Accrual Reversal transactions. When you calculate the actual costs for the full payroll period, the actual cost results offset the partial period accrual calculations.

Cost Run Results

Payroll Processes That Generate Costing Results

Different payroll processes create costing results during the payroll cycle. The following table lists and describes the payroll processes that generate costing entries.

<table>
<thead>
<tr>
<th>Process</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adjust Cost for a Person</td>
<td>Reallocates the amount or percentage of the cost results. Creates an offset entry for the original costing entry.</td>
</tr>
<tr>
<td>Calculate Costing of Payments</td>
<td>Calculates costing for prepayments, QuickPay prepayments, and external payments, void, canceled, unreconciled, and reconciled payments.</td>
</tr>
<tr>
<td>Calculate Partial Period Accruals</td>
<td>Calculates accrual entries for a partial payroll period by</td>
</tr>
<tr>
<td></td>
<td>• Prorating the costing results based on the previous results of a full period</td>
</tr>
<tr>
<td></td>
<td>• Using the date of the Partial Period Accruals process as the accounting date</td>
</tr>
<tr>
<td></td>
<td>The process also creates reversal entries using the payroll period end date as the accounting date.</td>
</tr>
<tr>
<td>Calculate Payroll</td>
<td>Calculates payroll run results for payroll relationships and then costs these results.</td>
</tr>
<tr>
<td>Calculate QuickPay</td>
<td>Calculates costing for the payroll run results for a single payroll relationship.</td>
</tr>
<tr>
<td>Calculate Retroactive Costing</td>
<td>Recalculates costing based upon retroactive changes to costing setups. Compares the recalculated and original entries, and where different, offsets the original entries and creates new ones. The effective date of this process is the accounting date used when transferring results to general ledger.</td>
</tr>
</tbody>
</table>
How Payroll Cost Results are Calculated

Payroll processes create costing and offset results for the payroll run and payments you process. For example, when calculating the payroll, the application typically costs a value in a salary run result as a debit to an expense account, and offsets the same amount as a credit to a payroll liability account.

How the Account Number is Calculated

The application builds the account number based on the cost allocation key flexfield structure and the information you enter by using the costing setup tasks. The following table shows the different steps performed by the application to calculate costs based on the type of account.

<table>
<thead>
<tr>
<th>Account</th>
<th>Cost Calculation Steps</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cost</td>
<td>1. Calculates costs for the input values specified on the element eligibility record.</td>
</tr>
<tr>
<td></td>
<td>2. Builds each segment by checking for:</td>
</tr>
<tr>
<td></td>
<td>o Costed and Distributed costing types at each level of the cost hierarchy</td>
</tr>
<tr>
<td></td>
<td>o Fixed Costed costing types at the payroll, element, and element eligibility levels</td>
</tr>
<tr>
<td></td>
<td>3. Calculates the cost for each account, if you allocated percentages of the cost to different accounts. Places any unallocated amount in a default account. Places invalid results in a suspense account. If a segment has a blank value, the cost account result depends on whether the segment of the cost allocation key flexfield is required or optional and whether a suspense account is defined.</td>
</tr>
<tr>
<td></td>
<td>o Optional, regardless of whether a suspense account is defined, costing result displays a null segment</td>
</tr>
<tr>
<td></td>
<td>o Required, and suspense account is defined, costing result is placed in suspense account</td>
</tr>
<tr>
<td></td>
<td>o Required, and suspense account isn't defined, costing result errors.</td>
</tr>
<tr>
<td></td>
<td>4. Adds cost results for a distributed element to the elements included in the distribution group, based on the ratio each element contributes to the total amount for the distribution group.</td>
</tr>
</tbody>
</table>
### Account Cost Calculation Steps

<table>
<thead>
<tr>
<th>Account</th>
<th>Cost Calculation Steps</th>
</tr>
</thead>
<tbody>
<tr>
<td>Priority</td>
<td>5. Creates a debit or credit result based on the element classification settings.</td>
</tr>
<tr>
<td>Offset</td>
<td>• Calculates the offset using the segments specified for the offset account on the element eligibility record.</td>
</tr>
<tr>
<td></td>
<td>• For blank segments, uses the account number derived for the equivalent segment of the cost account for the same element eligibility record.</td>
</tr>
<tr>
<td>Payroll Liability, Cash Clearing, Cash</td>
<td>Calculates the account number using the segments specified for the payment source on the Manage Payment Source page.</td>
</tr>
</tbody>
</table>

**Related Topics**
- How Distributed Costing Is Calculated
- Costing of Elements Options

### Viewing Payroll Costing Results

View costing results as a starting point for resolving problems to respond to queries from managers or the financial department. You have a choice of different ways to locate and view costing results based on the work area and which type of costing result you want to view.

**Actions to Display Costing Results Based on Work Area**
The following table describes how to display costing results based on your starting point.

<table>
<thead>
<tr>
<th>Payroll Work Area</th>
<th>Action</th>
<th>Page Displayed</th>
</tr>
</thead>
<tbody>
<tr>
<td>All</td>
<td>Do one of the following actions:</td>
<td>View Person Process Results</td>
</tr>
<tr>
<td></td>
<td>• Click the View Person Process task in the task pane.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Click the link for the costing process on the Processes and Reports tab of the payroll flow.</td>
<td></td>
</tr>
<tr>
<td>Payment Distribution</td>
<td>Click the Results link on the graphs of the Summary page of the payroll flow.</td>
<td>View Person Process Results</td>
</tr>
<tr>
<td>Payroll Checklist and Payroll Calculation</td>
<td>Click the Results link on the graphs of the Summary page of the payroll flow.</td>
<td>Person Process Results</td>
</tr>
<tr>
<td>Accounting Distribution</td>
<td>Click the Search: Person Costing Distribution panel tab below the Tasks panel tab. In the search dialog, enter process start and end dates.</td>
<td>Person Process Results</td>
</tr>
</tbody>
</table>
Reports That Display Costing Results
Submit the Payroll Costing Report to verify costing results to review results, or before transferring results to general ledger.

Use the delivered user entities and database items to define your own extracts and run the Payroll Costing Results Report to query the costing results for large volumes of data. You can use the Reported Results parameter to filter and view the report results for smaller volumes of data.

View summarized or detailed results. Specify a costing process or view the results for all costing over a specified period. The following table contrasts the results you can view. Both reports include statutory information, such as the payroll statutory unit, and dates, such as the period start and end dates.

<table>
<thead>
<tr>
<th>Scope of Report</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Summary</td>
<td>Shows the account numbers and net credit and debit amounts.</td>
</tr>
<tr>
<td>Detailed</td>
<td>Shows a breakdown of the costing at the element entry, employee, and other levels where costing is calculated.</td>
</tr>
</tbody>
</table>

Payroll Costing Report
Run the costing report to verify costing results for a single costing process or for all costing processes within a specified time period, such as a payroll period or accounting period. Use this report to verify the costing entries of a payroll run to ensure the values are apportioned correctly, such as to cost centers, before transferring the entries to your general ledger.

Payroll administrators and payroll managers run this report from the Payroll Checklist or Accounting Distribution work areas.

Before running this report, you must submit one or more processes that generate costing results.

Parameters
The parameter values determine which records to include in the report. Many parameters are self-explanatory. The following parameters have special meaning in the context of this report.

Scope
The parameter values determine the level of detail in the report. You can select one of two values for the Scope parameter, as shown in the following table.

<table>
<thead>
<tr>
<th>Scope</th>
<th>Description</th>
<th>When to Use</th>
</tr>
</thead>
<tbody>
<tr>
<td>Summary</td>
<td>Shows the account numbers and the net credit and debit amounts for transferring and posting to general ledger.</td>
<td>Select this scope to create a Microsoft Excel file for your third-party general ledger provider.</td>
</tr>
<tr>
<td>Detail</td>
<td>Shows a breakdown of the costing at the element entry, employee, and other levels where costing is calculated.</td>
<td>Select this scope to:</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- Review individual entries, such as the results of distributed or allocated costing</td>
</tr>
</tbody>
</table>
### Scope

<table>
<thead>
<tr>
<th>Description</th>
<th>When to Use</th>
</tr>
</thead>
<tbody>
<tr>
<td>Analyze entries to an invalid account number</td>
<td></td>
</tr>
</tbody>
</table>

#### Process Start Date and Process End Date

The date parameters determine which records to process in a specified time frame. The Process Start Date specifies the first effective date of the payroll process that generates costing results to include in the report, and the Process End Date, the last effective date.

Typically, you specify the start date and end dates of the current payroll period or accounting period. You might specify the start and end dates of a previous payroll period to identify which payroll period to use for your partial period accruals.

To ensure you report the results you want to view, the time period defined by the start and end dates must include the effective date of the process. The following processes use the process date as the effective date: cost adjustments, costing of balance adjustments, partial period accruals, payroll calculations, retroactive pay calculations, QuickPay calculations, voids, and reversals. All other processes that generate costing results use the process end date as the effective date.

#### Process

The name of a process that generates costing results.

By default, the report generates results on all costing processes within a specified time period. You might select single process, such as retroactive costing, to confirm the results of updates made to costing setups before transferring the results to general ledger.

#### Consolidation Group

The consolidation group specified for a payroll definition.

Specify this parameter to view costing results for all payrolls that are included in this consolidation group. For example, if your weekly payrolls share the same consolidation group, you might review the results of cost adjustments before transferring their results to general ledger.

#### Location

A single work location, or all work locations.

The report output lists the payroll relationship records based on a person's assignment location. The location is listed with the other parameters, but not on the results.

#### Person Name

The costing results for a specific person. This parameter is only available for detailed reports.

#### Report Results

If a person has multiple assignments, and the costing result for an element at the payroll relationship level includes more than one value for a parameter, the report separates the displayed values using a pipe delimiter. For example, if a person has one payroll relationship and two assignments to different departments, the costing report lists the costing result for the deduction and shows the department names separated using a pipe delimiter.
How Partial Period Accruals are Calculated

The Calculate Partial Period Accrual process prorates costs based on the number of days in the payroll period that fall in the current accounting period.

How Partial Period Accruals Are Calculated

The process performs the following steps:

1. Calculates the costs for each person for the referenced period, as if each day of the payroll period included the same cost results.

   The process uses the number of calendar days within the referenced period, not the number of days in the work week. It estimates the proportionate costs based on the number of days from the start of the payroll period to the process date you specify when submitting the Calculate Partial Period Accrual process.

2. Creates an offset entry to use when reversing the accruals with the actual payroll costs for the payroll period.

If the referenced results include costs placed in suspense and default accounts, the partial period accrual process costs the results to the same accounts. You submit the process from the Payroll Checklist or Accounting Distribution work areas.

Example

You have a partial payroll period for a weekly payroll that begins Saturday, July 29 and ends Friday, August 4. Your accounting periods are monthly, so you submit the Partial Period Accrual process, and specify July 31 for the Process Date. You select a date for the Previous Payroll Period parameter that include similar costs. If the estimated cost is 210 USD, the process creates:

- Partial Period Accrual entries for three-sevenths of the estimated cost

  The process debits 90 USD to the cost account and credits 90 USD to the offset account, with an accounting date of July 31.

  The Partial Period Accrual process uses the Process Date of July 31 that you specified when you submitted the process.

- Partial Period Accrual Reversal entries for the estimated cost

  The process credits 90 USD to the cost account, and debits 90 USD to the offset account, with the accounting date of July 4.

  The Partial Period Accrual Reversal process checks for the Accounting Date for Transfer to General Ledger parameter specified on the Manage Payroll Process Configuration page. To open this page, use the Manage Payroll Process Configuration task from Quick Actions on the Home page. Your enterprise uses the payroll period end date for partial period accrual reversals, which in this example is August 4.

Later, you process the payroll for the period ending August 4, and submit the Transfer to Subledger Accounting process. The costing for the payroll run creates entries for the actual costs and reverses the partial period accrual entries. The accounting date is based on the Accounting Date for Transfer to General Ledger. Your enterprises uses the process date of the actual payroll run for the accounting date.

You can then submit the Create Accounting process from Oracle Enterprise Scheduler and review the results created for the draft journal entries before running the final accounting.
Partial Period Accruals

Estimate costs when the last payroll period overlaps two accounting periods, or when you require an estimate for an accounting period you must close quickly, such as the end of a quarter. You submit the Calculate Partial Period Accruals process from the Payroll Checklist or Accounting Distribution work areas.

If you estimate costing, consider creating a payroll flow pattern to use at the end of the month that includes the following tasks:

- Calculate Partial Period Accruals
- Run Payroll Costing Report in detail and summary modes
- Transfer to Subledger Accounting
- Create Accounting in draft and final modes

Accounting Date Used as Basis for Accruals

The date parameters of the Calculate Partial Period Accruals process determine which costing results are referenced and in which accounting month.

The following table lists the dates you enter when submitting the Partial Period Accrual process.

<table>
<thead>
<tr>
<th>Date Parameter</th>
<th>Calculation</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>Previous Period Date</td>
<td>Determines which payroll period to use as the basis for estimating the costing results</td>
<td>Select date within a previous payroll period that contains costs. Generally, you select the latest payroll period, but if that period includes atypical expenses, select an earlier period.</td>
</tr>
<tr>
<td>Process Date</td>
<td>Determines the effective date used to record estimates</td>
<td>Select a process date for the payroll period.</td>
</tr>
<tr>
<td></td>
<td>The process calculates the proportion to use based on the number of days between the start date of the payroll period and the process date.</td>
<td></td>
</tr>
</tbody>
</table>

Accounting Date Used to Transfer Results to Subledger Accounting

The Partial Period Accrual process creates an offset entry so that later when you calculate the payroll, you reverse the accruals and enter the actual costing results.

The following table shows which accounting date each process uses to transfer the results to Subledger Accounting.

*Note:* The accounting date used for Partial Period Reversals and for the effective date of the actual payroll run depends on the Accounting Date for Transfer to General Ledger parameter entered using the Manage Payroll Process Configuration task. You can access the Manage Payroll Process Configuration task from Quick Actions on the Home page.
## Calculate Cost Distributions

<table>
<thead>
<tr>
<th>Process</th>
<th>Subledger Accounting Event</th>
<th>Accounting Date Used</th>
</tr>
</thead>
<tbody>
<tr>
<td>Partial Period Accruals</td>
<td>Partial Period Accrual</td>
<td>Process Date</td>
</tr>
<tr>
<td>Partial Period Accruals</td>
<td>Payroll Period Accrual Reversal</td>
<td>Configuration parameter determines the accounting date:</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• P, process date of the payroll run</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• EVE, the date earned</td>
</tr>
<tr>
<td></td>
<td></td>
<td>If the date earned isn’t defined for the time periods on the Payroll Definition page, the payroll period end date is used.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• E, date earned</td>
</tr>
<tr>
<td>Costing for the actual payroll run</td>
<td>Run Cost</td>
<td>Configuration parameter determines the accounting date:</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• P and EVE, process date of the actual payroll run</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• E, date earned</td>
</tr>
</tbody>
</table>

### Related Topics
- Payroll Setup Tasks for Transferring Costs to General Ledger

### FAQs for Cost Run Results

**Why do payroll costing results differ for workers with the same position in the same department?**

Results might vary if you allocate costs to different accounts at the person costing or element entry level. Follow these steps to resolve the question:

1. Identify which costing results vary for workers holding the same position in the department.
2. Review the costing setup information for these workers on the Manage Costing of Persons page to determine if costing setups exist for the elements whose costing results vary by worker. Confirm the setup is accurate.
3. Review the costing information you entered for the element entries for the workers for that payroll run. Confirm the information is accurate.

### Correct Costing
Correcting Costing for Payroll Run Results

After you calculate the payroll, review and correct the costs placed in suspense and default accounts. For example, you might correct invalid cost account numbers, or correct unallocated costs. You can correct cost results before or after the payroll run completes.

Correction Method to Use

The following table describes the correction method to use based on whether the payroll is complete and whether another process locks the payroll run results.

<table>
<thead>
<tr>
<th>Payroll is Complete</th>
<th>Scenario</th>
<th>Correction Methods</th>
</tr>
</thead>
</table>
| No                  | Your enterprise reviews payroll run and costing results before processing payments, for example, in enterprises that run weekly payrolls that generate project-based costing. | The number of records usually determines the method used to correct the results:  
- For a few records, such as records where the allocated costs don’t total 100 percent, correct the costing setups, mark those records for retry, and retry the payroll.  
- For numerous records, such as records with an invalid account number, roll back the payroll calculation, correct the costing setups, and retry the payroll run. |
| Yes                 | Your enterprise has a short interval between the date earned and the date paid. You process payments directly after reviewing and correcting payroll run results, and address costing corrections later. | Depending on the type of correction required, process a cost adjustment or submit the Calculate Retroactive Costing process. |

Cost Adjustments and Retroactive Costing

The following table explains when to process a Cost Adjustment or to submit the Calculate Retroactive Costing process.

<table>
<thead>
<tr>
<th>Correction Method</th>
<th>Where to Process the Correction</th>
<th>When to Use the Method</th>
<th>What is Updated</th>
<th>Consequences</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cost Adjustment</td>
<td>Cost Distribution page in the Accounting Distribution work area</td>
<td>Correcting a few records for a person and the effective date of the costing adjustment is for an open accounting period.</td>
<td>The person’s costing entry for a run result, such as the allocated amount or percentage, the distribution, and the account numbers.</td>
<td>Adjusts costing for the current payroll run. The application uses the original costing setup in the next payroll run.</td>
</tr>
</tbody>
</table>

The adjusted costing entry is used in reports or in later calculations performed against that entry.
### Example

The following example illustrates when you would use each correction method.

<table>
<thead>
<tr>
<th>Correction Method</th>
<th>Scenario</th>
<th>Steps</th>
</tr>
</thead>
</table>
| Cost Adjustment         | An employee worked for two department cost centers during a payroll period. A manager notifies you that you should divide the employee’s wages between the two departments. | 1. Process a cost adjustment.  
                          |                                                                          | 2. Allocate the appropriate percentage to each department’s cost center. |
|                         |                                                                          | The allocation applies to the current payroll result only. It doesn’t change the costing setup used to cost the employee’s wages for the next payroll run. |
| Retroactive Costing     | A manager informs you that a mid-year reorganization of administrative departments requires that you cost the employee parking allowance to a different department. The last semi-monthly payroll completed July 15. | 1. Update the parking allowance element eligibility records with an effective date of July 1, and correct the costing setup information.  
                          |                                                                          | 2. Submit the Calculate Retroactive Costing process. |

### Related Topics

- Payroll Setup Tasks for Costing Accounts

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### Retroactive Costing

Two processes cost results retroactively. The Recalculate Payroll for Retroactive Changes process creates costing for retroactive run results. The Calculate Retroactive Costing process recalculates costs after you update costing setups.

**Recalculate Payroll for Retroactive Costing**

You submit the Recalculate Payroll for Retroactive Changes process from the Payroll Calculation or Payroll Checklist work areas.
The process:

- Calculates the retroactive pay and costs the retroactive pay results
- Records the difference found between the original entry and the retroactive result for the current payroll period

⚠️ **Tip:** If you don’t see the costing results you expect, confirm that you created costing setups for each retroactive element whose run results the application costs.

### Calculate Retroactive Costing

You submit the Calculate Retroactive Costing process from the Payroll Checklist or Accounting Distribution work areas. Complete the submission date parameters, as described in the following table.

<table>
<thead>
<tr>
<th>Parameter</th>
<th>Purpose</th>
</tr>
</thead>
<tbody>
<tr>
<td>Process Start Date</td>
<td>The date the update to the costing setup should take effect</td>
</tr>
<tr>
<td>Process End Date</td>
<td>The date the current payroll period ends, which is used as the accounting date for the costing record</td>
</tr>
</tbody>
</table>

The process:

- Compares the recalculated and original entries
- Where the results are different, the process offsets the original entries and creates new entries for the current payroll period

⚠️ **Note:** The Calculate Retroactive Costing process doesn’t prorate costing results based on updates to costing setups made within the payroll period.

### How to Adjust Payroll Costs

Process a cost adjustment to correct missing or incomplete account numbers after a payroll completes. If you allocated costs to different accounts, you can also update the allocated amounts or percentages. The application uses the adjusted costing entry in reports or in later calculations.

### Steps for Processing a Cost Adjustment

Do the following:

1. Open the Adjust Cost for Person window. The steps vary by work area, as shown in the following table.

<table>
<thead>
<tr>
<th>Work Area</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>Payroll Calculation</td>
<td>Click <strong>Results</strong> on the Costing Summary graph of the payroll flow to go to the Person Process Results page. Search for and select the person's record.</td>
</tr>
<tr>
<td>Accounting Distribution</td>
<td>Search for a person using the Search: Person Costing Distribution window in the task pane. On the Person Process Results page, select the person’s record.</td>
</tr>
</tbody>
</table>
2. In the Adjust Cost for a Person window, select one or more rows to adjust.

   - Select multiple rows to adjust the same costing information for more than one result.
3. Specify the corrected amount or percentage. Add accounts to allocate the cost to more accounts.
4. Distribute the costing results by completing the Transfer to Subledger Accounting, Create Draft Accounting, and Create Final Accounting processes.

To locate the cost adjustment later, review a list of cost adjustments on the payroll flow’s Summary tab in the Payroll Checklist or Accounting Distribution work areas. To apply the same adjustment in later payroll calculations, update the account information on the appropriate costing setup.

Corrective Actions for Payroll Costing Results

These examples illustrate how to correct, adjust, or update costing information for a payroll run in several typical scenarios.

Correcting Incorrect Costing

After reviewing a report, a manager notifies you that an employee’s housing allowance is charged to the incorrect department account. You take the following steps to review and correct the costing result.

1. In the Search: Person Costing Distribution window of the Accounting Distribution work area, search for the person’s costing record.
2. On the Cost Distribution page, locate the element with the incorrect cost result.
3. Review the costing setup information, including any costing information entered for the person for the payroll run at the element entry level.
4. Correct the results based on the payroll phase, such as correcting and retrying the record, or processing a cost adjustment.

Correcting Unallocated Costing

You review the costing analytics on the Summary tab of the payroll flow in the Payroll Calculation work area. The graph shows that the application has placed a costing entry in the default account.

1. Click the graph for the Default Account to view the entries on the Costing Distribution page.
2. Identify the records where the allocated costs fall below 100 percent.
3. Update the costing setup information.

   - For example, if you allocated the cost of a person's wages to two departments, update the percentage allocated to each department on the Manage Person Costing page in the Accounting Distribution work area.
4. Correct the results based on the payroll phase by retrying the record, or processing a cost adjustment.

Updating Costing for Future Change

The accounting department notifies you that an account that funds the salaries of employees assigned to a project will close at the end of the quarter. You must use a different account to fund and cost the wages at the start of the next quarter.

1. Search for the latest payroll period costing entries to determine which departments, positions, and workers you pay from the current project fund.
2. On the Manage Costing of Elements page in the Accounting Distribution work area:
   a. Update the costing setup for the wage element by specifying the date on which the new costing setup takes effect.
   b. Update the account number for the funding source.
FAQs for Correct Costing

When do I cost a payroll balance adjustment?
Submit the Costing of Balance Adjustment process from the Payroll Checklist or Accounting Distribution work areas after processing the balance adjustment or later in the accounting cycle. You can control which adjustments to process by specifying the start and process dates.

Can I correct payroll costing results from the Person Results page?
No, results on this page are view-only. However, you can use other pages to make corrections.
If you have not started the prepayments process or created accounting entries, to recost the entry:
1. In the Payroll Checklist work area, search for the person's record on the Person Process Results page
2. Correct the error, mark the record for retry, and retry the payroll calculation
If you have created accounting entries or do not want to retry or roll back the payroll calculation:
1. In the Accounting Distribution work area, search for the person’s record using the Person Costing Distribution search in the regional area.
2. Locate the costing entry on the Costing Person Process Results page.
3. Process a corrective action such as a cost adjustment or retroactive costing.

Can I view an audit trail of corrections for payroll costing results?
It depends on the method used to correct the results.

<table>
<thead>
<tr>
<th>Corrective Method</th>
<th>Costing Results</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rolling back or retrying a process</td>
<td>Eliminates the audit of the costing entries the process completed or that were in error that you subsequently corrected and retried.</td>
</tr>
<tr>
<td>Reversing a process</td>
<td>Negates the costing entries, but maintains an audit trail</td>
</tr>
<tr>
<td>Processing a cost adjustment or retroactive costing</td>
<td>Retains a record of the original costing entries</td>
</tr>
</tbody>
</table>
How can I revise the payroll costing information for a specified period of time?

To change the costing for a few people for the current payroll run, update the costing information for each person’s element entries before you run the payroll. If the change impacts many people in your department such as a cost center allocation, update the appropriate costing setups based on the date the changes take effect.

Why can't I find my cost adjustment in the flow search results?

The Overview search page of the Accounting work area displays the search results for payroll flows. If you submit a cost adjustment from the Cost Distribution page to correct a specific costing entry, you can access and view that cost adjustment from the Person Process Results page.

You can view a list of cost adjustments in the Payroll Checklist or Accounting Distribution work areas on the Summary tab analytics of the payroll flow that includes the costing result you adjusted.

Cost and Reconcile Payments

How to Cost Payroll Payments

The Calculate Costing of Payments process calculates costs for payments, including void and canceled payments. If you are reconciling payments, the process costs unreconciled, reconciled, and cleared payments.

Costing payroll payments includes the following steps:

1. Submit the Calculate Costing of Payments process
2. Verify costing results for payments
3. Correct costing results for payments

Submit the Calculate Costing of Payments Process

Submit the Calculate Costing of Payments process from the Payroll Checklist or Accounting Distribution work areas. The frequency with which you submit the process depends on your accounting practices. Most enterprises cost payments before or on the actual payment date.

If you reconcile payments and pay employees by issuing checks, resubmit the process again for the reasons shown in the following table.

<table>
<thead>
<tr>
<th>When to Resubmit the Process</th>
<th>Reason</th>
</tr>
</thead>
<tbody>
<tr>
<td>Several days after the payment date</td>
<td>To cost the reconciled payments</td>
</tr>
<tr>
<td>Last business day of the month or the last date of the bank statement cycle</td>
<td>To simplify reconciling balances and bank statements when using Oracle Fusion General Ledger and Oracle Fusion Cash Management</td>
</tr>
</tbody>
</table>
Two factors control which account the process uses to cost the payment result:

- Account information set up for the payment source on the Manage Costing of Payment Sources page
- Decision to reconcile payments

The following table lists the account typically used if you reconcile payments.

<table>
<thead>
<tr>
<th>Payments Reconciled</th>
<th>Resulting Account</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>The process debits payroll liability accounts and credits the cash account.</td>
</tr>
<tr>
<td>Yes</td>
<td>The process creates entries that debit the payroll liability accounts and credit the cash clearing accounts. When the payments clear, resubmit the process to create entries that debit the cash clearing accounts and credit the cash accounts.</td>
</tr>
</tbody>
</table>

Verify Costing Results for Payments

Review costing results on the Person Process Results page of the Accounting Distribution work area.

Depending on your payment method, and whether you reconcile payments, you may have a lag time between the date you issue the payment and the date it clears. For example, if you issue checks and reconcile them, you can review costing results by tracking the progress of the transactions using the analytics on the Summary tab of the payroll flow.

Correct Costing Results for Payments

Most enterprises resolve errors during implementation. If results require correction, you might take the following steps:

1. Roll back the Costing of Payments process for the records that were costed using the incorrect account number.
2. Update the costing setup information for the payment source.
3. Resubmit the Costing of Payments process to negate the original costing and create the correct costing.

How to Reconcile Payroll Payments

Oracle Fusion Global Payroll integrates with Oracle Fusion Cash Management, which facilitates the reconciliation of bank statements with payment transactions. Reconcile payments after you receive the bank statement and reconciliation file.

Perform the following sequence of steps to cost and reconcile your payments using a duty role with the appropriate security privileges for each application, such as the payroll manager or cash management manager.

<table>
<thead>
<tr>
<th>Sequence</th>
<th>Task</th>
<th>Location</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Submit tasks to generate payments for employees and third-party payees, such as Generate Check Payments.</td>
<td>Payment Distribution work area</td>
<td>Payment information you can reconcile includes payments generated for checks, electronic funds transfer, and external payments.</td>
</tr>
<tr>
<td>2</td>
<td>Submit the Calculate Costing of Payments task for new payments.</td>
<td>Payment Distribution work area</td>
<td>Creates cost results that debit the payroll liability accounts and credit the cash clearing accounts. Costs any uncosted payment it identifies that</td>
</tr>
<tr>
<td>Sequence</td>
<td>Task</td>
<td>Location</td>
<td>Comments</td>
</tr>
<tr>
<td>----------</td>
<td>----------------------------------------------------------------------</td>
<td>-------------------------------</td>
<td>------------------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>3</td>
<td>Submit the Transfer Payments Information to Cash Management task.</td>
<td>Payment Distribution work area</td>
<td>Typically, you submit the process after sending the payment files to the banks.</td>
</tr>
<tr>
<td>4</td>
<td>Load a bank statement.</td>
<td>Cash Management</td>
<td>Load a bank statement that includes the payments for the payroll period you want to reconcile.</td>
</tr>
<tr>
<td>5</td>
<td>Reconcile payments automatically or manually.</td>
<td>Cash Management</td>
<td>Refer to Managing Discrepancies in this topic.</td>
</tr>
<tr>
<td>6</td>
<td>Monitor the reconciliation status</td>
<td>Cash Management</td>
<td>Refer to Monitoring the Status in this topic.</td>
</tr>
<tr>
<td>7</td>
<td>Submit the Calculate Costing of Payments task for reconciled payments.</td>
<td>Payment Distribution work area</td>
<td>After the payment clears, submit the process to debit the cash clearing account and credit the cash account. Enterprices typically submit the process toward the end of the accounting period.</td>
</tr>
</tbody>
</table>
Managing Discrepancies

The reconciliation process captures discrepancies between the amount reported in the bank statement and the payment information transferred to Cash Management. If there is a discrepancy, the amount determines the actions you might take, as shown in the following table.

<table>
<thead>
<tr>
<th>Discrepancy</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>Difference falls within the allowable tolerance permitted for discrepancies</td>
<td>Payment is marked reconciled and the difference is allocated to a reconciliation differences account in Oracle Fusion General Ledger. The journal entries for the differences are transferred from Cash Management to General Ledger, and not through payroll.</td>
</tr>
</tbody>
</table>
## Discrepancy

<table>
<thead>
<tr>
<th>Discrepancy</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>Difference falls outside the allowed tolerance</td>
<td>Payroll manager and cash managers must resolve the discrepancy.</td>
</tr>
</tbody>
</table>

### Monitoring the Status

When you monitor the reconciliation process, you review statuses to determine whether the bank cleared or rejected a payment. Refer to the following pages to monitor the status.

<table>
<thead>
<tr>
<th>Page</th>
<th>Action to Monitor Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Payroll flow page of the Payroll Checklist or Accounting Distribution work areas</td>
<td>View the payment amounts distributed from the payroll liability, the cash clearing, and the cash accounts. The Clearing Account Summary analytics on the Summary tab of the payroll flow display the amounts charged to each account.</td>
</tr>
<tr>
<td>Person Process Results page of the Accounting Distribution work area</td>
<td>View the cash clearing account status:</td>
</tr>
<tr>
<td></td>
<td>• Cleared applies to payments that aren’t reconciled or that typically don’t require reconciliation such as cash and EFT</td>
</tr>
<tr>
<td></td>
<td>• Not Cleared applies to payments awaiting reconciliation or payments that failed the reconciliation process</td>
</tr>
<tr>
<td>Overview and Manage Bank Statement pages of the Cash management work area</td>
<td>View the status of bank statement lines.</td>
</tr>
</tbody>
</table>

### Related Topics

- Automatic Reconciliation
- Overview of Bank Statement Processing and Troubleshooting
- Overview of Tolerance Rules
- Payroll Setup Tasks for Costing Accounts
- Setting Up Reconciliation for Payments

## Distribute Accounting

### Distribute Payroll Accounting

Distributing accounting involves transferring costing results for your payroll run costs and your payments. You transfer the cost results to Oracle Fusion Subledger Accounting from the Payroll Checklist work area. You can then create journal entries from the Scheduled Processes work area for review before creating the final journal entries you post to Oracle Fusion General Ledger.
The following figure shows an overview of the different aspects of distributing accounting:

1. Calculate Cost Distributions
2. Distribute Accounting
   a. Transfer costing results to Subledger Accounting
   b. Create and review draft journal entries
   c. Create, transfer, and post journal entries

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**Transfer Costing Results to Subledger Accounting**

Payroll is integrated with Subledger Accounting, an accounting application that generates journal entries for financial transactions. You submit the Transfer to Subledger Accounting process from the Accounting Distribution or Payroll Checklist work areas. Select this task to prepare transactions for accounting for the costing results and journal entries. For example, the process prepares transactions for the payroll run results and journal entries for each costed run result.

The Transfer to Subledger Accounting process creates a transaction number for each person’s costing results. You can use this transaction number when searching for the person’s journal entries on the Review Journal Entries page in the Accounting Distribution work area.

For example, if you submit a QuickPay process for a person, the Transfer to Subledger Accounting process creates journal entries for each costing result generated by the payroll calculation and payment process. The process creates two transaction numbers, one for the payroll calculation costing results and one for the payment costing results.

**Create and Review Draft Journal Entries**

Payroll integrates with General Ledger. You submit the Create Accounting process in draft mode from the Scheduled Processes work area. You can then review the resulting journal entries before transferring and posting them to General Ledger. Typically, you review journal entries after you add new accounts, payrolls, or elements that would affect costing.

You have two options to review these entries:

- Select the Review Journal Entries task in the task pane of the Accounting Distribution work area.
  The Review Journal Entries page displays a summary of the transactions. Drill down to display information about the transactions underlying the accounting transactions and journal entry.
- Display output of the Create Accounting process in the Create Accounting Execution report.
If you discover costing results that require correction, you can roll back the Transfer to Subledger Accounting process from the flow’s checklist. After correcting the costing results, you can submit the Transfer to Subledger Accounting process from the Accounting Distribution or Payroll Checklist work areas. Submit the Create Accounting process in draft mode to create and review the corrected journal entries.

Create, Transfer and Post Journal Entries
You submit the Create Accounting process in final mode from the Scheduled Processes work area to transfer and post the final journal entries to General Ledger.

After you submit and complete the Create Accounting process in final mode, you can’t roll back the posted journal entries. If a result requires correction, perform these actions.

1. Correct the result using one of the actions shown on the following table

<table>
<thead>
<tr>
<th>Costing Result</th>
<th>Corrective Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>Costed run result</td>
<td>Process a cost adjustment or retroactive costing</td>
</tr>
<tr>
<td>Costed payment result</td>
<td>Enter adjustments directly into General Ledger.</td>
</tr>
</tbody>
</table>

2. Submit the Transfer to Subledger Accounting process.
3. Submit the Create Accounting process in draft mode to review the entries and in final mode to transfer and post the entries to General Ledger.

Related Topics
- Payroll Setup Tasks for Transferring Costs to General Ledger

How to Create Accounting Results
Create journal entries for review before transferring and posting them to Oracle Fusion General Ledger. You submit the Create Accounting process from the Scheduled Processes work area in draft mode to create journal entries for review, and in final mode to create, transfer, and post journal entries.

Prerequisite Steps
Ensure that you complete the following prerequisites:

- Set up the information required by Oracle Fusion Subledger Accounting for payroll costing.
- Generate data roles using the Global Payroll Template for Payroll Security in the Oracle Entitlements Server Authorization Policy Manager.
- Assign the data roles using standard HCM role-provisioning.
- Specify a ledger for each payroll whose results you cost on the Manage Payroll Definitions page.
- If you transfer costs to Oracle Fusion General Ledger, specify the option to transfer costs when setting up costing for elements and payment sources on the Manage Costing of Elements and Manage Costing of Payment Sources pages.
Submitting the Create Accounting Process

You submit the Create Accounting process initially in draft mode to create journal entries for review. You resubmit the process in final mode to transfer and post the entries to General Ledger.

To submit the Create Accounting process, complete the following steps:

1. In the Navigator, click the Scheduled Processes task.
2. Click the Schedule New Process tab.
3. In the Search and Select dialog box, search for and select Create Accounting. Click OK.
4. Complete the parameters in the Process Details dialog as indicated in the following table.

<table>
<thead>
<tr>
<th>Parameters</th>
<th>Required</th>
<th>Value to Enter</th>
</tr>
</thead>
<tbody>
<tr>
<td>Subledger Application</td>
<td>Yes</td>
<td>Payroll</td>
</tr>
<tr>
<td>Ledger</td>
<td>Yes</td>
<td>Ledger associated to the payroll</td>
</tr>
<tr>
<td>Process Category</td>
<td>Yes</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Costs to generate entries for processes that create costed run results, such as QuickPay, cost adjustments, retroactive costing, and partial period accruals</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Payment Costs to generate entries for processes based on prepayments, such as EFT payments, reconciled, voided or reversed payments</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Tip: Skip this parameter to process all costing and payment results.</td>
</tr>
<tr>
<td>End Date</td>
<td>No</td>
<td>Date</td>
</tr>
<tr>
<td></td>
<td></td>
<td>The date on or before which to retrieve records transferred to Subledger Accounting.</td>
</tr>
<tr>
<td>Accounting Mode</td>
<td>Yes</td>
<td>Draft to generate entries for review</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Final to generate entries for transfer and posting to General Ledger</td>
</tr>
<tr>
<td>Process Events</td>
<td>Yes</td>
<td>All to process any costing results transferred to Subledger Accounting since the last time you submitted the process including entries marked as invalid or in error</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Invalid or Error to reprocess entries in this status.</td>
</tr>
<tr>
<td>Report Style</td>
<td>Yes</td>
<td>Create Accounting Execution report:</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Summary to view totals by the parameter set for Process Event, such as the number of journal entries for payments</td>
</tr>
</tbody>
</table>

Tip: Skip this parameter to process all costing and payment results.
Parameters | Required | Value to Enter
--- | --- | ---
Detail | Yes | to view the total number of journal lines created for an account based on the parameter set for Process Event, and the resulting debits and credits
No report |
Transfer to General Ledger | Yes | Yes, if you selected Final for Accounting Mode and plan to transfer the entries to Oracle Fusion General Ledger
No, if you selected Draft for Accounting Mode |
Post in General Ledger | Yes | Yes, if you selected Final for Accounting Mode and plan to post the entries to Oracle Fusion General Ledger
No, if you selected Draft for Accounting Mode |
Journal Batch | No | Name of the batch |
Include User Transaction Identifier | Yes | Yes to display the transaction IDs generated by the Transfer to Subledger Accounting process on the Create Account Execution report |

Note: You can resubmit the process to generate draft entries, but not final entries. Correct final entries directly in General Ledger, or submit corrective costing processes and create accounting for those results.

After you create your draft journal entries using the Create Accounting process, you can review them using the Review Journal Entries task in the Accounting Distribution work area.

The following table shows the date used as the accounting date for the journal entry.

<table>
<thead>
<tr>
<th>Costing Process</th>
<th>Date Used to Record Journal Entries</th>
</tr>
</thead>
<tbody>
<tr>
<td>Payroll calculation, QuickPay, Void, Cost Adjustment</td>
<td>Process date of the flow</td>
</tr>
<tr>
<td>Retroactive Costing, Estimate Costing (Partial Period Accruals flow)</td>
<td>Process end date of the flow</td>
</tr>
</tbody>
</table>
| Reversals, Balance Adjustment Costing | The configuration parameter for Reversal and Balance Adjustment Accounting Date on the Manage Payroll Process Configuration page controls which accounting date is used.
- T, the process end date of the flow
- P, the process date of the reversal or balance adjustment |
To open this page, use the Manage Payroll Process Configuration task from Quick Actions on the Home page.

Reversals of cleared payments reconciled in Oracle Fusion Cash Management

- Date from Cash Management on which the payment cleared

You receive an error message or warning if the following conditions exist: the accounting period is closed, or costing result is for a summary account or for an account that is closed or inactive

Related Topics
- How to Payroll Setup Tasks for Subledger Accounting
- Payroll Setup Tasks for Financials

How to Review Journal Entries

Review journal entries before you transfer and post the entries to Oracle Fusion General Ledger. After you submit the Create Accounting process in draft mode from the Scheduled Processes work area, you can review the resulting entries before resubmitting the process in final mode to transfer and post the entries to Oracle Fusion General Ledger.

This topic covers the following aspects:

- Prerequisite steps
- Reviewing journal entries
- Finding a transaction number for a person

Prerequisite Steps

Ensure that you complete the following prerequisites:

- Set up the information required by Oracle Fusion Subledger Accounting for payroll costing.
- Generate data roles using the Global Payroll Template for Payroll Security in the Oracle Entitlements Server Authorization Policy Manager.
- Assign the data roles using standard HCM role-provisioning rules to the persons who submit the Create Accounting process and review the resulting entries.

Reviewing Journal Entries

After you submit the Create Accounting process in Oracle Enterprise Scheduler to create draft entries, use the Review Journal Entries task to display journal lines and details for each transaction transferred to Subledger Accounting. The Review Journal Entries page displays the journal entries by transaction date and number and event class.

Complete the following steps to display journal entry lines and details:

1. In the Accounting Distribution work area, click the Review Journal Entries task.
2. On the Review Journal Entries page, complete the required fields:
   - Ledger: Ledger associated with the payroll definition used to generate the costing results transferred to Subledger Accounting
The search results display the results for each transaction (the credit and debit information processed for each costing result transferred on that date).

Finding a Transaction Number for a Person
The Transfer to Subledger Accounting process generates a transaction number for each set of results transferred for that person in the process. You can use that number as a search criteria on the Review Journal Entries page.

Complete the following steps to locate a person’s transaction number:

1. Query a person’s record using the Search Person Costing Distribution pane in the regional area of the Accounting Distribution work area.
2. On the Person Process Results page, click Transfer to Subledger in the Process field.
   - The Search Results display a new column for Subledger Transaction Number.
3. Locate the transaction based on the process date that you used to transfer the costing results to Subledger Accounting, such as the process date used for the payroll calculation.
4. On the Review Journal Entries page, enter the search criteria, and specify the transaction number.
   - The Search Results display the journal lines created for that person by event class.

FAQs for Distribute Accounting

What's the difference between Create Draft and Create Final Accounting for Payroll?

When you run the Create Accounting process in Oracle Enterprise Scheduler and select Draft for the Mode parameter, you create journal entries for review. If you discover an error, you can roll back the Transfer to Subledger Accounting process and correct the underlying problem with the payroll costing, and then run the Create Accounting process again.

When you run the process in Final mode, the process transfers and posts the journal entries to Oracle Fusion General Ledger. You can review the results generated by this process, but you cannot roll it back.
Glossary

assignment
A set of information, including job, position, pay, compensation, managers, working hours, and work location, that defines a worker's or nonworker's role in a legal employer.

date-effective object
An object with a change history. Professional users can retrieve the object as of a current, past, or future date.

effective end date
For a date-effective object, the end date of a physical record in the object’s history. A physical record is available to transactions between its effective start and end dates.

effective start date
For a date-effective object, the start date of a physical record in the object’s history. A physical record is available to transactions between its effective start and end dates.

element eligibility
The association of an element to one or more components of a person's employment record. It establishes a person’s eligibility for that element. Persons are eligible for the element if their assignment components match the components of the element eligibility.

grade
A component of the employment model that defines the level of compensation for a worker.

job
A generic role that is independent of any single department or location. For example, the jobs Manager and Consultant can occur in many departments.

key flexfield
Configurable flexfield comprising multiple parts or segments, each of which has a meaning either individually or in combination with other segments. Examples of key flexfields are part numbers, asset category, and accounts in the chart of accounts.

key flexfield structure
The arrangement of segments in a key flexfield. In some cases, you can define multiple structures for a single key flexfield.

key flexfield structure instance
An occurrence of a key flexfield structure that shares the same order of segments as other instances of the key flexfield structure. However, each instance uses different value sets to validate the segments.
**logical record**

One or more physical records that constitute a date-effective object.

**payroll default account**

The account used to store unallocated costs when the costing allocations don’t total 100 percent. You can create the costing setup information for the default account at the department and payroll levels.

**payroll offset account**

Records the balancing entries for the payroll run result values costed for an element.

**payroll priority account**

The cost account used to cost an element eligibility record. Use a priority account to bypass the standard costing process and costs the run result to a single account. If you allocate only a percentage of the cost to a priority account, the application costs the remainder to the cost account.

**payroll suspense account**

The account used to store costed payroll run results and prepayment results with invalid account combinations or accounts numbers that produce an error.

**physical record**

A single record, with effective start and end dates, in the history of a date-effective object. Each physical record is a row in a database table.

**position**

A specific occurrence of one job that is fixed within one department. It is also often restricted to one location. For example, the position Finance Manager is an instance of the job Manager in the Finance Department.

**work relationship**

An association between a person and a legal employer, where the worker type determines whether the relationship is a nonworker, contingent worker, or employee work relationship.