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Oracle Absence Management Cloud 2019 Implementation Essentials

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QUESTION 1

Which four statements about discretionary balance disbursements are false? (Choose four.)

A. Employees can perform balance disbursements through self-service.

B. You can perform balance disbursements for accrual plans only.

C. You can perform balance disbursements for all types of absence plans.

D. After you perform a balance disbursement, it goes through approval.

E. Managers can perform balance disbursement through self-service.

F. Administrators can perform balance disbursements through administrative tasks.

Correct Answer: ABDE

QUESTION 2

Which formula type allows you to specify custom rules for use within an Eligibility Profile?

A. Participation Eligibility

B. Eligibility Profile

C. Participation and Rate Eligibility

D. Eligibility Criteria

Correct Answer: D

QUESTION 3

Which are the different types of absence plans available?

A. Holiday Plan, Illness Plan, Qualification, No Entitlement

B. Agreement Plan, Accrual Plan, Qualification Plan, Donation Plan, Compensatory and No Entitlement Plan

C. Accrual Plan, Holiday Plan, Qualification Plan, Donation Plan, Compensatory and No Entitlement Plan

D. Holiday Plan, Sickness Plan, and Maternity Plan

E. Agreement Plan, Accrual Plan, Qualification Plan, Shared Leave, Compensatory and No Entitlement Plan

Correct Answer: D

QUESTION 4

Which three are true statements about Absence and Payroll integration? (Choose three.)

A. The options available for configuration vary depending on the legislation chosen when creating absence plans.

B. The setup required in payroll may vary depending on payroll localization.

C. The Absence Element Template creates all of the attributes required to process absences through payroll.

D. The options available for configuration are the same for all the legislations when creating absence plans.

Correct Answer: ABC

QUESTION 5

Your customer has an absence type that is linked to an accrual plan and has "Deferred processing on initial entry" enabled.

Which ESS job will you run to ensure that the accrual plan entries are created for the absence?

A. Evaluate Absences

B. Update Accrual Plan Enrollments

C. Update Accrual Plan Entries

D. Calculate Accruals and Balances

E. Evaluate Certification Updates

Correct Answer: A