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Oracle Absence Management Cloud 2020 Implementation Essentials

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**QUESTION 1**

Which are the types of Derived Factors that can be set up?

- A. Age, Length of Service, Age and Service, Compensation, Hours Worked, and Full-Time Equivalent
- B. Age, Length of Service, Service, Salary, Hours Worked, and Work Category
- C. Age, Length of Service, Service, Compensation, Hours, and Full-Time Equivalent
- D. Age, Length of Service, Age and Service, Compensation, Hours Worked, and Work Category
- E. Age, Length of Service, Age and Service, Salary, Hours Worked, and Work Category

Correct Answer: A

QUESTION 2

You create a semi-monthly repeating period with a sample start date of 15-June-2017. Which option contains the first two complete periods from 15-June-2017?

- A. 1) 15-June-2017 to 28-June-2017 2) 29-June-2017 to 13-July-2017
- B. 1) 15-June-2017 to 29-June-2017 2) 30-June-2017 to 14-July-2017
- C. 1) 30-June-2017 to 13-July-2017 2) 14-July-2017 to 29-July-2017
- D. 1) 30-June-2017 to 14-July-2017 2) 15-July-2017 to 30-July-2017
- E. 1) 15-June-2017 to 28-June-2017 2) 29-June-2017 to 12-July-2017

Correct Answer: A

QUESTION 3

Which four components can be linked to an absence type when editing an absence type? (Choose four.)

- A. Absence plans
- B. Absence categories
- C. Absence reasons
- D. Absence certifications
- E. Absence elements
- F. Eligibility profiles

Correct Answer: ABCD

**QUESTION 4**

What type of qualification plan term should you use in order for the plan term to equal the start and end dates of the scheduled absence?

- A. Absence Duration
- B. Rolling Backward
- C. Rolling Forward
- D. No Plan Term
- E. Calendar Year

Correct Answer: C

QUESTION 5

Which three adjustment types can be done through the Enrollments and Adjustments task within Manage Absence Records task? (Choose three.)

- A. Run accruals for all plans
- B. Carryover
- C. Transfer balance
- D. Update balance details
- E. Periodic accruals
- F. Discretionary disbursement

Correct Answer: CDF

QUESTION 6

Which two statements are correct about absence types? (Choose two.)

- A. Define absence payment information to transfer for payroll processing.
- B. Define waiting period for newly enrolled workers.
- C. Determine the type of adjustments Human Resources specialists can make during maintenance of absence records.
- D. Control the appearance of user interfaces.
- E. Include rules to enforce when users record or manage an absence of that type.

Correct Answer: DE

**QUESTION 7**

You created an absence plan that allows negative balance and set the carryover rule to Flat Amount = 5 days.

Employee X has 10 days of entitlement left at the end of the leave year. Employee Y has -5 days of entitlement left at the end of the leave year.

How much balance would employees X and Y carry over into the new leave year?

- A. Y carries 0 days and X carries -5 days.
- B. X carries 10 days and Y carries 0 days.
- C. X carries 5 days and Y carries 5 days.
- D. X carries 5 days and Y carries -5 days.
- E. X carries 5 days and Y carries 0 days.

Correct Answer: D

QUESTION 8

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 9

You want to implement public holidays and would like to avoid having to change the work schedule if a public holiday is added or changed.

How do you achieve this?

- A. Create Calendar Events and assign them as exceptions within the work schedule.
- B. Create Calendar Events with Public Holiday as category and assign that calendar event category as an exception within the work schedule.
- C. Create Resource Exceptions and assign them within the schedule.
- D. Create Calendar Events with Public Holiday as category and assign each of them as exceptions within the work schedule.



E. Create Calendar Events as Resource Exceptions and assign them within the work schedule.

Correct Answer: B

QUESTION 10

An employee is enrolled into a plan on a future date 01-Jan-2090. HR searches for the employee on a date earlier than 01-Jan-2090 as a result of which the enrollment does not appear by default (because the status is Inactive). HR goes ahead and tries to add a new enrollment to the same plan as of current date.

What is the result of this action assuming accrual has not been run for the old enrollment?

- A. This results in two enrollments.
- B. The plan is not available in the drop-down menu for adding new enrollment.
- C. This results in one enrollment with the new enrollment start date.
- D. The system throws an error saying an enrollment already exists.

Correct Answer: A

QUESTION 11

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 12

A customer requires their administrator to enter the paternity leave for their employees. Paternity leave can only be entered if an employee hasn't taken an absence called special absence in the previous 30 days of the paternity leave start date. The customer requires also that this paternity leave absence is only available for the employees who have one year of seniority in the company. Employees should notify of the absence at least 30 days in advance of the start date of the absence; otherwise, the absence is not considered timely.

Which configuration should you use to implement these requirements?

- A. 1) Create an absence type using a childbirth or placement pattern. 2) Enable administrative updates. 3) Create a



validation formula with the logic to evaluate if the "special absence" was taken 30 days before this absence and add it to the absence type. 4) Create an eligibility profile with the criteria of employees with 1 or more seniority in the company and add it to the absence type. 5) Select the qualified entitlements check box and set the evaluation rule to check for 30 days from the start date.

B. 1) Create an absence type using a childbirth or placement pattern. 2) Enable administrative updates. 3) Create, a validation formula with the logic to evaluate if the "special absence" was taken 30 days before this absence and add it to the absence type. 4) Create an eligibility profile with the criteria of employees with 1 or more seniority in the company and add it to the absence type. 5) Configure the late notification evaluation rule according to the requirement of at least 30 days in advance of the start date.

C. 1) Create an absence type using a childbirth or placement pattern. 2) Enable administrative updates. 3) Create an eligibility profile with the criteria of employees with 1 or more seniority in the company and add it to the absence type. 4) Create an absence certification of type Documentation that prevents absence entry if linked absence of type Special absence exists in the previous 30 days.

D. 1) Create an absence type using a childbirth or placement pattern. 2) Enable administrative updates. 3) Create a validation formula with the logic to evaluate if the "special absence" was taken 30 days before this absence and add it to the absence type. 4) Create an eligibility profile with the criteria of employees with 1 or more seniority in the company and employees with "male" gender and add it to the absence type. 5) Configure the late notification evaluation rule according to the requirement of at least 30 days in advance of the start date.

Correct Answer: C

QUESTION 13

You configured a donation plan in your organization for workers to donate accrual plan balances to coworkers. But when a donation was initiated by one of the workers, the accrual plan could NOT identify the donation plan.

Which two are possible reasons the accrual plan failed to identify the donation plan? (Choose two.)

- A. You need to create donation and compensatory plans to initiate the donation.
- B. The worker receiving the donation, needing additional time off, was not enrolled to the donation plan.
- C. The unit of measure for the donation and accrual plans is different.
- D. The worker receiving the donation, needing additional time off, was not enrolled to the accrual plan.
- E. The plan limits for the donation and accrual plans are different.

Correct Answer: AB

QUESTION 14

Which statement is correct about rate definitions?

- A. You can associate rate definitions to absence certifications.
- B. You can associate rate definitions to absence types.
- C. Rates are calculated and resolved in Absence Management.



D. You can associate rate definitions to absence plans.

Correct Answer: D

QUESTION 15

A customer wants to manually terminate the enrollment of a worker from an accrual plan.

Which option should you use from the Enrollments and Adjustments list available in the Plan Participation region in Manage Absence Records?

- A. Delete enrollment
- B. Update enrollment
- C. End enrollment
- D. Terminate enrollment

Correct Answer: A

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