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Oracle Absence Management Cloud 2020 Implementation Essentials

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QUESTION 1

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 2

Your client has a requirement that the employee will not get enrolled into the plan for first six months of hire. Enrollment and accruals will start after the completion of six months. The plan needs to be Front-Loaded.

How will you configure this in the system?

- A. Create a plan having Vesting Period with UOM as Months and duration as 6.
- B. Create a rule in Accrual Matrix where you will check the length of service of an employee and if the Length of Service is less than six months then accrual value should be 0.
- C. Write partial period fast formula that enrolls the employee only after six months from hire date.
- D. Create a plan having a Waiting Period with UOM as Months and duration as 6.

Correct Answer: C

QUESTION 3

When assigning work schedules via Manage Work Schedule Assignment Administration task, which level has the highest priority and which level the lowest?

- A. Highest > Person; Lowest > Enterprise
- B. Highest > Assignment; Lowest > Legal Employer
- C. Highest > Legal Employer; Lowest > Person
- D. Highest > Assignment; Lowest > Enterprise

Correct Answer: C



QUESTION 4

Which two accrual plan adjustment reasons come seeded with the application? (Choose two.)

- A. Compensatory
- B. Deduction
- C. Other
- D. Accrued
- E. Clerical Error
- F. Migrated

Correct Answer: AE

QUESTION 5

You want to create an absence type that can be entered only by administrators. It has two plans that will cascade (that is, after the balance of one is consumed, then the balance of the second plan is consumed) and several valid reasons which the administrator can add when recording the absence.

How should you configure this absence type?

- A. Enable administrative updates and employee updates, add two plans without priority, add reason values, and select "Display and edit" for the Reason field under administrative transaction.
- B. Enable administrative updates and manager updates, add two plans with priority, add reason values, and select "Display and edit" for the Reason field under administrative transaction.
- C. Enable administrative updates, add two plans with priority, add reason values, and select "Display only" for the Reason field under administrative transaction.
- D. Enable administrative updates, add two plans with priority, add reason values, and select "Display and edit" for the Reason field under administrative transaction.

Correct Answer: D

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