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Oracle Absence Management Cloud 2020 Implementation Essentials

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QUESTION 1

A customer set up the certification requirement for art absence. After scheduling the absence for a subordinate, the line manager wants to add a certification requirement as an action item, but is unable to do it.

What is the reason for this?

- A. You can add the certification requirement to appear as an action item only during the manual absence enrollment process.
- B. Line managers can add the certification requirement, on demand, as an action item when they approve the absence;
- C. Only HR Specialists can add the certification requirement, on demand, as an action item when they schedule an absence.
- D. Only workers can add the certification requirement, on demand, as an action item when they schedule an absence.
- E. Line managers can configure the certification requirement to appear as an action item after completion of the absence.

Correct Answer: B

QUESTION 2

What is the purpose of an eligibility profile on a certification definition?

- A. to allow overrides of a payment percentage for eligible employees
- B. to prevent payment of qualified entitlements to ineligible employees
- C. to limit the types of employees who have the certification auto-generated when an absence is created
- D. to determine plan eligibility

Correct Answer: D

QUESTION 3

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

QUESTION 4

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 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

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