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Oracle Absence Management Cloud 2020 Implementation Essentials

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QUESTION 1

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 2

You configure a Holiday absence type with the "Insufficient Balance Enforcement" rule set to Not Enabled for administrative transactions and you associate it with an absence plan that has "Allow Negative Balance?" set to No.

Which outcome would occur if an administrator submits a Holiday with an absence type duration of 15 days for an employee who has only 10 days of balance left?

A. The absence errors out with error message "ANC-3405052: The absence plan and absence type must have compatible balance enforcement rules."

B. The absence submits successfully and 10 days are deducted from the absence plan balance.

C. The absence errors out with the error message "ANC-3405002: You cannot record this absence because your balance will fall below the configured minimum for this type of absence."

D. The absence errors out with error message "ANC-3405096: The selected plan does not have sufficient balance to complete the transaction."

E. The absence submits successfully and 10 days are deducted from the absence plan balance.

Correct Answer: C

QUESTION 3

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

QUESTION 4

As an administrator, you want to perform a discretionary disbursement from the vacation plan for an employee. However, when selecting the disburse balance option, you get a message "No actions available".

What is the reason for receiving this message?

A. The administrator has no rights to perform this action.

B. The absence plan does not have enough balance to disburse.

C. The absence plan doesn\\'t allow discretionary disbursements for that employee.

D. The absence plan has no balance to disburse.

E. The absence plan was configured not to allow discretionary disbursements.

Correct Answer: B

QUESTION 5

An employee is enrolled in the following accrual plans, both of which are linked to the same absence type:

Floating Holiday - Priority 100 - (Balance = 2 days), no negative balance allowed.

Vacation - Priority 200 - (Balance = 3 days), negative balance allowed with a limit of 2 days

Describe how a 7-day absence will be processed using this absence plan setup.

A. Decrease Vacation balance by 3 days and Floating Holiday balance by 2 days.

B. Decrease Floating Holiday balance by 2 days and Vacation balance by 3 days.

C. Decrease Floating Holiday balance by 2 days and Vacation balance by 5 days.

D. Decrease Floating Holiday balance by 2 days and Vacation balance by 2 days.

E. Decrease Vacation balance by 5 days and Floating Holiday balance by 2 days.

Correct Answer: A