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Oracle Absence Management Cloud 2022 Implementation Professional

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QUESTION 1

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 Floating Holiday balance by 2 days and Vacation balance by 5 days.
- B. Decrease Vacation balance by 5 days and Floating Holiday balance by 2 days.
- C. Decrease Floating Holiday balance by 2 days and Vacation balance by 2 days.
- D. Decrease Vacation balance by 3 days and Floating Holiday balance by 2 days.
- E. Decrease Floating Holiday balance by 2 days and Vacation balance by 3 days.

Correct Answer: D

QUESTION 2

When an absence gets approved before its start date, what status does it change to?

- A. Saved
- B. In Progress
- C. Reviewed
- D. Accepted
- E. Completed
- F. Scheduled

Correct Answer: F

<https://docs.oracle.com/en/cloud/saas/human-resources/20c/fauam/absence-recording.html#FAUAM1096587>

QUESTION 3

Which statement is true regarding absence workflow?

- A. The same workflow configuration is applicable for an entire organization.
- B. Workflow configurations are associated with legal entities.
- C. Workflow configurations are associated with legislative data groups.

D. Workflow configurations are associated with legislation.

Correct Answer: C

QUESTION 4

Your customer wants to track overdue certifications of a Business Unit in a specific Legislative Data Group. As an absence administrator, how do you accomplish this?

- A. Run the Reprocess Certifications process with an effective date, BU, and LDG as parameters.
- B. Run the Evaluate Certification Updates process with an effective date, BU, and LDG as parameters.
- C. Run the Evaluate Absences process with an effective date, BU, and LDG as parameters.
- D. Run the Update Action Items process with an effective date, BU, and LDG as parameters.

Correct Answer: B

QUESTION 5

When creating a Rate Definition to tie to an Absence Accrual Plan, what rate type category would be selected if the value needs to be retrieved from one or more payroll balances?

- A. Derived Rate
- B. Value by Criteria
- C. Element
- D. Formula
- E. None of the Above

Correct Answer: A

QUESTION 6

An absence type with UoM Days and a Conversion formula is linked to an accrual plan with UoM Days and a Conversion formula. An employee who has a work schedule attached at the Legal Employer level and at the Assignment level records an absence. How is absence entry duration calculated?

- A. based on the conversion formula assigned to the absence type
- B. based on the conversion formula assigned to the absence plan
- C. based on the work schedule assigned at the Assignment level
- D. based on the work schedule assigned at the Legal Employer level
- E. the difference in number of days between the absence start and end dates

Correct Answer: B

QUESTION 7

Your customer has a rule for Maternity entitlements according to which the qualification date is on the absence start date if actual dates are entered or if it is not entered, then the qualification date needs to be the event date (actual if available, or else, the planned date). Which formula should you use in the absence plan setup to achieve this?

- A. Global Absence Plan Roll Backward End
- B. Global Absence Plan Enrollment Start Date
- C. Global Absence Plan Duration
- D. Global Absence Plan Use Rate
- E. Global Absence Band Entitlement

Correct Answer: B

QUESTION 8

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 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 9

Which job configuration parameter lets you control the number of ESS job threads that should run for a job submission?

- A. Multithread size
- B. Thread count

- C. Thread size
- D. Total threads
- E. Maximum threads

Correct Answer: D

QUESTION 10

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 Resource Exceptions and assign them 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 Calendar Events with Public Holiday as category and assign each of them as exceptions within the work schedule.
- D. Create Calendar Events as Resource Exceptions and assign them within the work schedule.
- E. Create Calendar Events and assign them as exceptions within the work schedule.

Correct Answer: B

QUESTION 11

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 12

Which three statements are correct about absence reasons?

- A. They are used for grouping of absences.

- B. The same reason can be associated with multiple absence types.
- C. They are linked to a country.
- D. A default value is associated with the absence type.
- E. They can only be entered by the employee submitting the absence.
- F. They are an optional attribute of an absence.

Correct Answer: BDE

QUESTION 13

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

- A. Participation Eligibility
- B. Participation and Rate Eligibility
- C. Eligibility Profile
- D. Eligibility Criteria

Correct Answer: B

QUESTION 14

Describe the function of a documentation certification.

- A. Monitor planned return to work and reinstatement of employment.
- B. Track receipt of documentation and related due dates by administrators.
- C. Provide a method for employees to provide doctors' noted and other forms to managers.
- D. Provide a method for managers to forward employee forms to administrators.

Correct Answer: C

QUESTION 15

You have an absence plan that has mistakenly run for the following leave year for all employees. The absence leave year runs from January the 1st. The current balance calculation date is 31 January 2018 and you want to roll it back to the 31 December 2017. What date should you enter in the Effective Date parameter for the Withdraw Accruals and Balances process to achieve this?

- A. 30 January 2018
- B. 30 December 2017

C. 31 December 2018

D. 01 December 2017

E. 31 January 2018

Correct Answer: A

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