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Oracle Absence Management Cloud 2019 Implementation Essentials

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QUESTION 1

Which statement is true about absence patterns?

A. You can modify the content of an absence pattern using the task "Manage Absence Patterns".

B. Absence patterns control the fields that appear in the Manage Absence Types setup page.

C. "Sickness" is one of the available absence patterns.

D. Absence patterns help visualize the trend or pattern of absence entries for a worker.

Correct Answer: B

QUESTION 2

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 3

Which are the different types of absence plans available?

A. Holiday Plan, Illness Plan, Qualification, No Entitlement

B. Agreement Plan, Accrual Plan, Qualification Plan, Donation Plan, Compensatory and No Entitlement Plan

C. Accrual Plan, Holiday Plan, Qualification Plan, Donation Plan, Compensatory and No Entitlement Plan

D. Holiday Plan, Sickness Plan, and Maternity Plan

E. Agreement Plan, Accrual Plan, Qualification Plan, Shared Leave, Compensatory and No Entitlement Plan

Correct Answer: D

QUESTION 4

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 5

Which three statements about the "Selected dates" frequency are true? (Choose three.)

A. An employee can override the time or duration of each date entered if the partial day rule is set to Unlimited for the absence type.

B. The system defaults to time or duration according to the employee\'s work schedule.

C. An employee can schedule a short or long period of absence as long as the dates are continuous.

D. An employee can only schedule dates that are not continuous to each other.

E. An employee can submit each date within the absence record for approval separately.

F. An employee can determine the job or assignment where the absence belongs to.

Correct Answer: BCF

QUESTION 6

A worker is scheduled to work from Monday to Friday. As an HR administrator, you receive a call from the worker on Friday evening 16-Jun-2017, that they are on vacation from 17-Jun-2017 (Saturday) and will be back at work on 26-Jun-2017 (Monday). The absence type for vacation has no duration formula or plans attached and the duration is measured in Days. There is a calendar exception on 23-Jun-2017 (Friday).

What should be the start date, end date, and the duration of this absence record if the "Schedule nonworking days" is set to "Not enabled"?

A. Start Date: 17-Jun-2017 End Date: 25-Jun-2017 Duration: 9

B. Start Date: 17-Jun-2017 End Date: 25-Jun-2017 Duration: 8

C. Start Date: 19-Jun-2017 End Date: 22-Jun-2017 Duration: 4

D. Start Date: 17-Jun-2017 End Date: 26-Jun-2017 Duration: 10

E. Start Date: 19-Jun-2017 End Date: 25-Jun-2017 Duration: 4

F. Start Date: 19-Jun-2017 End Date: 26-Jun-2017 Duration: 5

Correct Answer: A

QUESTION 7

What are the tasks that you need to perform to create an absence element to integrate with HCM Cloud Payroll?

A. Go to Manage Elements, create an absence element, complete absence detail questions, complete accrual liability and balance payment questions (only if you transfer accrual balances), complete absence payment questions, submit the element, and create element eligibility records and cost distributions and link the element to an absence plan.

B. Go to Manage Elements, create an absence element, complete absence detail questions, complete accrual liability and balance payment questions, complete absence payment questions, submit the element, select costing type, and create element eligibility records and cost distributions.

C. Go to Manage Elements, create an absence element, complete absence detail questions, complete accrual liability and balance payment questions, complete absence payment questions, and create element eligibility records and cost distributions.

D. Go to Manage Elements, create an absence element, complete absence detail questions, complete accrual liability and balance payment questions, complete absence payment questions, submit the element, and create element eligibility records and cost distributions.

Correct Answer: D

QUESTION 8

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 9

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

QUESTION 10

You will be integrating Absence Management with Fusion Payroll.

What should you set up in Absences to implement this?

A. Within the Absence Plan, select the "discretionary disbursements of accrual balance" check box and define the rate rules for Disbursement. Select the "Transfer absence payment information for payroll processing" check box.

B. Within the Absence Plan, select the "Transfer absence payment information for payroll processing" check box and define the Element use for this integration.

C. Within the Absence Type, select and add an Absence Plan, and enable display features for the "Transfer absence payment information for payroll processing" and define the Element use for this integration.

D. Within the Absence Plan, define all the rate rules for Absence Payment, Final Balance Payment, Disbursement, and Liability booking.

Correct Answer: B

QUESTION 11

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 12

What type of absence plan allows you to configure entitlements and payment percentages at different levels?

A. Accrual

B. No Entitlement

C. Qualification

D. Certificate

E. Paid Time Off

Correct Answer: C

QUESTION 13

When setting the expiration details for a Compensatory Plan, which of the following is a valid option?

A. Employee Termination

B. Worked Period

C. Ongoing

D. End of Acquisition Week

Correct Answer: D

QUESTION 14

What is the difference between an absence type and an absence plan?

A. Absence types can be seen only by employees whereas absence plans can be seen only by administrators.

B. Absence types are linked to payroll elements whereas absence plans only calculate entitlements.

C. Absence types can be grouped under Absence Reasons whereas absence plans are grouped under absence categories.

D. Absence types are used to record absence entries whereas absence plans are used to grant and deduct entitlements.

Correct Answer: D

QUESTION 15

You defined a two-year rolling backward term in your qualification plan with UOM as calendar days. You set up bands that entitle workers to 50-days absence at payment percentage 100% and an additional 50 days at payment percentage 50%.

A worker took an absence for 92 days, from May 1, 2015 to July 31, 2015. The same worker schedules another absence using the same plan July 1, 2016 to July 30, 2016 for 30 days.

What is the available entitlement for this absence?

A. 50 working days at 100 percent and the next 50 working days at 50 percent

B. 8 working days at 100 percent

C. 50 working days at 100 percent and the next 8 working days at 50 percent

D. 0 working days at 100 percent and the next 0 working days at 50 percent

E. 8 working days at 50 percent

Correct Answer: A

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