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Oracle Absence Management Cloud 2020 Implementation Essentials

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QUESTION 1

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 2

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 3

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

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QUESTION 4

A customer requires their administrator to enter the paternity leave for their employees. Paternity leave can only be entered if an employee hasn\\'t taken an absence called special absence in the previous 30 days of the paternity leave start date. The customer requires also that this paternity leave absence is only available for the employees who have one year of seniority in the company. Employees should notify of the absence at least 30 days in advance of the start date of the absence; otherwise, the absence is not considered timely.

Which configuration should you use to implement these requirements?

A. 1) Create an absence type using a childbirth or placement pattern. 2) Enable administrative updates. 3) Create a validation formula with the logic to evaluate if the "special absence" was taken 30 days before this absence and add it to the absence type. 4) Create an eligibility profile with the criteria of employees with 1 or more seniority in the company and add it to the absence type. 5) Select the qualified entitlements check box and set the evaluation rule to check for 30 days from the start date.

B. 1) Create an absence type using a childbirth or placement pattern. 2) Enable administrative updates. 3) Create, a validation formula with the logic to evaluate if the "special absence" was taken 30 days before this absence and add it to the absence type. 4) Create an eligibility profile with the criteria of employees with 1 or more seniority in the company and add it to the absence type. 5) Configure the late notification evaluation rule according to the requirement of at least 30 days in advance of the start date.

C. 1) Create an absence type using a childbirth or placement pattern. 2) Enable administrative updates. 3) Create an eligibility profile with the criteria of employees with 1 or more seniority in the company and add it to the absence type. 4) Create an absence certification of type Documentation that prevents absence entry if linked absence of type Special absence exists in the previous 30 days.

D. 1) Create an absence type using a childbirth or placement pattern. 2) Enable administrative updates. 3) Create a validation formula with the logic to evaluate if the "special absence" was taken 30 days before this absence and add it to the absence type. 4) Create an eligibility profile with the criteria of employees with 1 or more seniority in the company and employees with "male" gender and add it to the absence type. 5) Configure the late notification evaluation rule according to the requirement of at least 30 days in advance of the start date.

Correct Answer: C

QUESTION 5

Which setup options must you use to implement discretionary disbursements on Absence Management?

A. Create an Accrual Absence Plan and enable "Discretionary disbursements for accrual balance".

B. Create a Qualification Absence Plan and enable "Discretionary Disbursement Rate Rule".

C. Create an Accrual Absence Plan and enable "Discretionary Disbursement Rate Rule".

D. Discretionary disbursements can be performed only through Payroll and not by using Absence Management.

E. Create a Qualification Absence Plan and enable "Discretionary disbursements for entitlement balance".

Correct Answer: C

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