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Oracle Absence Management Cloud 2020 Implementation Essentials

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QUESTION 1

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 2

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 3

How do you set up varied payment percentages for an absence period for workers, based on the length of service for a qualification absence plan?

A. Specify the payment percentages in the Qualification Band Matrix and Qualification Details.

B. Configure payroll formula to determine the payment percentage for the qualification band level.

C. Use eligibility profiles to control the payment percentage that workers are eligible to in a plan.

D. Payment percentages cannot vary between workers in the same plan.

Correct Answer: B

QUESTION 4

When assigning work schedules via Manage Work Schedule Assignment Administration task, which level has the highest priority and which level the lowest?

A. Highest > Person; Lowest > Enterprise

B. Highest > Assignment; Lowest > Legal Employer

C. Highest > Legal Employer; Lowest > Person

D. Highest > Assignment; Lowest > Enterprise

Correct Answer: C

QUESTION 5

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