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Oracle Absence Management Cloud 2020 Implementation Essentials

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QUESTION 1

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 2

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 3

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 4

What are two valid Entitlement Definition Types for the Entitlement Attributes section? (Choose two.)

- A. Qualification Date
- B. Formula
- C. Absence Start Date
- D. Absence Duration
- E. As of Event
- F. Matrix

Correct Answer: AC

QUESTION 5

You configured a donation plan in your organization for workers to donate accrual plan balances to coworkers. But when a donation was initiated by one of the workers, the accrual plan could NOT identify the donation plan.

Which two are possible reasons the accrual plan failed to identify the donation plan? (Choose two.)

- A. You need to create donation and compensatory plans to initiate the donation.
- B. The worker receiving the donation, needing additional time off, was not enrolled to the donation plan.
- C. The unit of measure for the donation and accrual plans is different.
- D. The worker receiving the donation, needing additional time off, was not enrolled to the accrual plan.
- E. The plan limits for the donation and accrual plans are different.

Correct Answer: AB

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