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Oracle Absence Management Cloud 2019 Implementation Essentials

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QUESTION 1

Your organization has expressed that the expiration of compensatory time needs to be overridden on an ad hoc basis.

Which two user types can be granted this ability? (Choose two.)

- A. Employee
- B. Manager
- C. IT Security Manager
- D. Administrator
- E. Implementer

Correct Answer: AD

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 action can you NOT perform when working with certifications of the "Documentation" classification?

- A. track multiple attachments associated with the qualification absence
- B. update payment percentage for a qualification absence
- C. manually mark the certification as being received
- D. track details related to the workers qualification absence

Correct Answer: A



QUESTION 4

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

Correct Answer: B

QUESTION 5

Which three adjustment types can be done through the Enrollments and Adjustments task within Manage Absence Records task? (Choose three.)

- A. Run accruals for all plans
- B. Carryover
- C. Transfer balance
- D. Update balance details
- E. Periodic accruals
- F. Discretionary disbursement

Correct Answer: CDF

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