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Oracle Absence Management Cloud 2019 Implementation Essentials

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QUESTION 1

Which three are true statements about Absence and Payroll integration? (Choose three.)

A. The options available for configuration vary depending on the legislation chosen when creating absence plans.

B. The setup required in payroll may vary depending on payroll localization.

C. The Absence Element Template creates all of the attributes required to process absences through payroll.

D. The options available for configuration are the same for all the legislations when creating absence plans.

Correct Answer: ABC

QUESTION 2

You have a requirement to base the accrual definition on Legal employer seniority date. The accrual will be given based on the Legal employer seniority date and will be different for varied length of service.

Which configuration meets this requirement?

A. Define a Length of Service Derived Factor, link the Derived Factor definition to one or more rows of the Accrual Matrix on the Accrual page of an Accrual Plan.

B. Define a Length of Service Derived Factor, link the Derived Factor definition to an Eligibility Profile, link the Eligibility Profile to the Accrual page of an Accrual Plan.

C. Define a Length of Service Derived Factor, link the Derived Factor to the Plan Attributes page of an Accrual Plan.

D. Define a Length of Service Derived Factor, link the Derived Factor definition to an Eligibility Profile, link the Eligibility Profile to the Participation page of an Accrual Plan.

Correct Answer: B

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

Your customer wants to track overdue certifications of a Business Unit in a specific Legislative Data Group.

As an absence administrator, how do you accomplish this?

A. Run the Evaluate Absences process with an effective date, BU, and LDG as parameters.

B. Run the Update Action Items process with an effective date, BU, and LDG as parameters.

C. Run the Evaluate Certification Updates process with an effective date, BU, and LDG as parameters.

D. Run the Reprocess Certifications process with an effective date, BU, and LDG as parameters.

Correct Answer: C

QUESTION 5

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

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