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Oracle Absence Management Cloud 2019 Implementation Essentials

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QUESTION 1

A customer wants to manually terminate the enrollment of a worker from an accrual plan.

Which option should you use from the Enrollments and Adjustments list available in the Plan Participation region in Manage Absence Records?

A. Delete enrollment

B. Update enrollment

C. End enrollment

D. Terminate enrollment

Correct Answer: A

QUESTION 2

Which three statements about the "Selected dates" frequency are true? (Choose three.)

A. An employee can override the time or duration of each date entered if the partial day rule is set to Unlimited for the absence type.

B. The system defaults to time or duration according to the employee\'s work schedule.

C. An employee can schedule a short or long period of absence as long as the dates are continuous.

D. An employee can only schedule dates that are not continuous to each other.

E. An employee can submit each date within the absence record for approval separately.

F. An employee can determine the job or assignment where the absence belongs to.

Correct Answer: BCF

QUESTION 3

Your client wants only those employees who have completed one year of service to be eligible for an absence type.

Which two configurations should you perform so that employees will not see this absence type until they are eligible? (Choose two.)

A. Use the Hire date option that is available in the Eligibility Profile under employment.

B. Set the Waiting Period field on the Participation page to one year from the Enrollment Start Date.

C. Create a derived factor of Type Length of service (by checking the length of service for one year), and call this derived factor in the Eligibility profile on the participation page.

D. Set the Vesting Rule, duration and UOM on the Accrual Attributes page to .Elapsed Period, 1, Years.

Correct Answer: AC

QUESTION 4

You create an Incremental accrual absence plan with a Monthly Accrual Processing Period, a flat accrual rate of 2.5 hours, a waiting period of 2 months, and a vesting period of 1 month.

If a worker is found eligible for the plan as of a hire date of 01-Feb-2018, what will the Enrollment Start Date be set to on the Manage Absence Records page?

A. 01-May-2018

B. 01-Apr-2018

C. 01-Mar-2018

D. 01-Feb-2018

Correct Answer: B

QUESTION 5

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