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Oracle Absence Management Cloud 2019 Implementation Essentials

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QUESTION 1

You defined a 3-month rolling-backward term in your qualification plan with the include overlap rule. You set up entitlement bands as shown below:

Sequence	Duration	Payment Percentage
1.)	10 days	100%
2.)	10 days	50%

You submit a 10-day absence. Another 4-day absence already exists which starts within 3 months earlier than the start date of the current absence.

Which option corresponds to the behavior in terms of entitlement usage, based on this configuration?

A. The system will not allow absence to be recorded due to insufficient entitlement balance.

B. The 4-day absence will remain at 100% pay and the current 10-day absence will be split with 6 days at 100% pay and 4 days at 50% pay.

C. The 4-day absence will be booked at 50% pay and the current 10-day absence will be booked at 100% pay.

D. The 4-day absence will remain at 100% pay and the current 10-day absence will also be booked at 100% pay.

Correct Answer: B

QUESTION 2

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 3

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 4

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 5

Which two overlap rules are available when selecting a rolling forward or rolling backward term type? (Choose two.)

A. Ignore

B. None

C. Exclude

D. Split

E. Formula

Correct Answer: CD

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