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Oracle Absence Management Cloud 2020 Implementation Essentials

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QUESTION 1

Which are the types of Derived Factors that can be set up?

A. Age, Length of Service, Age and Service, Compensation, Hours Worked, and Full-Time Equivalent

B. Age, Length of Service, Service, Salary, Hours Worked, and Work Category

C. Age, Length of Service, Service, Compensation, Hours, and Full-Time Equivalent

D. Age, Length of Service, Age and Service, Compensation, Hours Worked, and Work Category

E. Age, Length of Service, Age and Service, Salary, Hours Worked, and Work Category

Correct Answer: A

QUESTION 2

Which statement describes the function of a documentation certification?

A. It provides a method for managers to forward employee forms to administrators.

B. It provides a method for employees to provide doctors\\' notes and other forms to managers.

C. It monitors planned return to work and reinstatement of employment.

D. It tracks receipt of documentation and related due dates by administrators.

Correct Answer: B

QUESTION 3

A customer requires their administrator to enter the paternity leave for their employees. Paternity leave can only be entered if an employee hasn\\\'t taken an absence called special absence in the previous 30 days of the paternity leave start date. The customer requires also that this paternity leave absence is only available for the employees who have one year of seniority in the company. Employees should notify of the absence at least 30 days in advance of the start date of the absence; otherwise, the absence is not considered timely.

Which configuration should you use to implement these requirements?

A. 1) Create an absence type using a childbirth or placement pattern. 2) Enable administrative updates. 3) Create a validation formula with the logic to evaluate if the "special absence" was taken 30 days before this absence and add it to the absence type. 4) Create an eligibility profile with the criteria of employees with 1 or more seniority in the company and add it to the absence type. 5) Select the qualified entitlements check box and set the evaluation rule to check for 30 days from the start date.

B. 1) Create an absence type using a childbirth or placement pattern. 2) Enable administrative updates. 3) Create, a validation formula with the logic to evaluate if the "special absence" was taken 30 days before this absence and add it to the absence type. 4) Create an eligibility profile with the criteria of employees with 1 or more seniority in the company and add it to the absence type. 5) Configure the late notification evaluation rule according to the requirement of at least 30 days in advance of the start date.

C. 1) Create an absence type using a childbirth or placement pattern. 2) Enable administrative updates. 3) Create an eligibility profile with the criteria of employees with 1 or more seniority in the company and add it to the absence type. 4) Create an absence certification of type Documentation that prevents absence entry if linked absence of type Special absence exists in the previous 30 days.

D. 1) Create an absence type using a childbirth or placement pattern. 2) Enable administrative updates. 3) Create a validation formula with the logic to evaluate if the "special absence" was taken 30 days before this absence and add it to the absence type. 4) Create an eligibility profile with the criteria of employees with 1 or more seniority in the company and employees with "male" gender and add it to the absence type. 5) Configure the late notification evaluation rule according to the requirement of at least 30 days in advance of the start date.

Correct Answer: C

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

An employee is enrolled into a plan on a future date 01-Jan-2090. HR searches for the employee on a date earlier than 01-Jan-2090 as a result of which the enrollment does not appear by default (because the status is Inactive). HR goes ahead and tries to add a new enrollment to the same plan as of current date.

What is the result of this action assuming accrual has not been run for the old enrollment?

A. This results in two enrollments.

B. The plan is not available in the drop-down menu for adding new enrollment.

C. This results in one enrollment with the new enrollment start date.

D. The system throws an error saying an enrollment already exists.

Correct Answer: A

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