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Oracle Absence Management Cloud 2022 Implementation Professional

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QUESTION 1

You configured an eligibility profile with the following selections:

● **Person Type**: "Regular Employee" and "Summer Intern"
● **Gender**: "Male"
● **Legal Entity**: "LE1"

Select two employees who will be eligible for this absence.

A. Employee 4:Person Type: AssociateGender: MaleLegal entity: LE1Job Function: Managerial

B. Employee 1:Person Type: Regular EmployeeGender: BlankLegal entity: LE1Job Function:Managerial

C. Employee 3:Person Type: AssociateGender: MaleLegal entity: LE2Job Function: Blank

D. Employee 2:Person Type: Regular EmployeeGender: MaleLegal entity: LE1Job Function:Managerial

Correct Answer: AD

QUESTION 2

You have an absence plan that has mistakenly run for the following leave year for all employees. The absence leave year runs from January the 1st. The current balance calculation date is 31 January 2018 and you want to roll it back to the 31 December 2017. What date should you enter in the Effective Date parameter for the Withdraw Accruals and Balances process to achieve this?

A. 30 January 2018

B. 30 December 2017

C. 31 December 2018

D. 01 December 2017

E. 31 January 2018

Correct Answer: A

QUESTION 3

Your client has a requirement that only Employees with user person type as "Regular Employee" are eligible for absence plan. Which two options are applicable?

A. Write a fast formula of type Global Absence Entry Validation and get user person type from this formula.

B. Create a Participant eligibility profile and select User person type from Person Type under Personal.

C. Write a fast formula of type Participant and Rate Eligibility, get user person type from this formula, and attach this

formula to an eligibility profile.

D. Create a Participant eligibility profile and select User person type from Person Type under Employment.

Correct Answer: AD

QUESTION 4

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: B

QUESTION 5

Your client has a requirement that the employee will not get enrolled into the plan for first six months of hire. Enrollment and accruals will start after the completion of six months. The plan needs to be Front- Loaded. How will you configure this in the system?

A. Create a plan having Vesting Period with UOM as Months and duration as 6.

B. Create a rule in Accrual Matrix where you will check the length of service of an employee and if the Length of Service is less than six months then accrual value should be 0.

C. Write partial period fast formula that enrolls the employee only after six months from hire date.

D. Create a plan having a Waiting Period with UOM as Months and duration as 6.
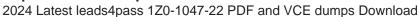
Correct Answer: C

QUESTION 6

Your customer has a requirement that if the employee raises an absence request, it will go to the Line Manager for approval, whereas if anyone other than the employee raises an absence request, it should go to the Department Head (AOR)

for approval.

How will you set up these rules?

A. You will create two rules as follows:absencesApproalsRequest.createdBy !=
absencesApprovalsRequest.empUserIdabsencesApprovalsRequest.createdBy =

absencesApprovalsRequest.empUserId

B. You will create two rules as follows:getRepresentativeList.personId !=
getRepresentativeList.personIdgetRepresentativeList.personId = getRepresentativeList.personId

C. You will create two rules as follows:(getRepresentativeList.assignmentId ! =
getRepresentativeList.assignmentId)(getRepresentativeList.assignmentId = getRepresentativeList.assignmentId)

D. You will create two rules as follows:(getRequestorInformationByUserNameResponse.businessUnit
!=getRequestorInformationByUserNameResponse.businessUnit)(getRequestorInformationByUserNa
meResponse.businessUnit!=getRequestorInformationByUserNameResponse.businessUnit)

Correct Answer: A

QUESTION 7

Identify three adjustment types that can be avoided via the administrative task Update Balance Details.

A. Final disbursement

B. Transferred balance

C. Other adjustments

D. Carryover

E. Periodic accruals

F. Discretionary disbursement

Correct Answer: ABC

QUESTION 8

Which three statements are correct about absence reasons?

A. They are used for grouping of absences.

B. The same reason can be associated with multiple absence types.

C. They are linked to a country.

D. A default value is associated with the absence type.

E. They can only be entered by the employee submitting the absence.

F. They are an optional attribute of an absence.

Correct Answer: BDE

QUESTION 9

Which three types of Exceptions can be linked to a work schedule?

A. Work shifts

B. Work patterns

C. Resource exception

D. Calendar event category

E. Non working days

F. Calendar events

Correct Answer: CDF

QUESTION 10

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

QUESTION 11

Which setup options must you use to implement discretionary disbursements on Absence Management?

A. Create an Accrual Absence Plan and enable "Discretionary disbursements for accrual balance".

B. Create a Qualification Absence Plan and enable "Discretionary Disbursement Rate Rule".

C. Create an Accrual Absence Plan and enable "Discretionary Disbursement Rate Rule".

D. Discretionary disbursements can be performed only through Payroll and not by using Absence Management.

E. Create a Qualification Absence Plan and enable "Discretionary disbursements for entitlement balance".

Correct Answer: C

QUESTION 12

You have a requirement to create a derived factor based on the 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 date will you choose?

A. "Date of Hire" under Period start date Rule

B. "Adjusted Service Date" under Period start date Rule

C. "Original Hire Date" under Period start date Rule

D. "Adjusted Service Date" under Determination Rule

Correct Answer: A

QUESTION 13

Which two statements are correct about absence types? (Choose two.)

A. Define absence payment information to transfer for payroll processing.

B. Define waiting period for newly enrolled workers.

C. Determine the type of adjustments Human Resources specialists can make during maintenance of absence records.

D. Control the appearance of user interfaces.

E. Include rules to enforce when users record or manage an absence of that type.

Correct Answer: DE

QUESTION 14

If you want to modify the workers\\' payments when a certification requirement has passed its due date, what three rules can you select when you create the absence certification? (Choose three.)

A. Adjust

B. Revise

C. Recalculate

D. Retract

E. Override

F. Stop Payments

Correct Answer: CDE

Reference: https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update17d/fauam/ absence-certifications.html#FAUAM1096522

QUESTION 15

You create a semi-monthly repeating period with a sample start date of 15-June-2017. Which option contains the first two complete periods from 15-June-2017?

A. 1) 15-June-2017 to 28-June-2017 2) 29-June-2017 to 13-July-2017

B. 1) 30-June-2017 to 14-July-2017 2) 15-July-2017 to 30-July-2017

C. 1) 15-June-2017 to 28-June-2017 2) 29-June-2017 to 12-July-2017

D. 1) 30-June-2017 to 13-July-2017 2) 14-July-2017 to 29-July-2017

E. 1) 15-June-2017 to 29-June-2017 2) 30-June-2017 to 14-July-2017

Correct Answer: E

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