Vendor: Oracle

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Exam Name: Oracle Absence Management Cloud 2022 Implementation Professional

Version: Demo

QUESTION 1

You defined a two-year rolling backward term in your qualification plan with UOM as calendar days. You set up bands that entitle workers to 50-days absence at payment percentage 100% and an additional 50 days at payment percentage

50%.

A worker took an absence for 92 days, from May 1, 2015 to July 31, 2015. The same worker schedules another absence using the same plan July 1, 2016 to July 30, 2016 for 30 days.

What is the available entitlement for this absence?

A. 50 working days at 100 percent and the next 50 working days at 50 percent

B. 8 working days at 100 percent

C. 50 working days at 100 percent and the next 8 working days at 50 percent

D. 0 working days at 100 percent and the next 0 working days at 50 percent

E. 8 working days at 50 percent

Correct Answer: A

QUESTION 2

A customer set up the certification requirement for an absence. After scheduling the absence for a subordinate, the line manager wants to add a certification requirement as an action item, but is unable to do it. Identify the reason for this.

A. You can add the certification requirement to appear as an action item only during the manual absence enrollment process.

B. Line managers can add the certification requirement, on demand, as an action item when they approve the absence;

C. Only HR Specialists can add the certification requirement, on demand, as an action item when they schedule an absence.

D. Only workers can add the certification requirement, on demand, as an action item when they schedule an absence.

E. Line managers can configure the certification requirement to appear as an action item after completion of the absence.

Correct Answer: B

QUESTION 3

An employee has the following three absence entries. 5 January 2018 to 07 January 2018 14 June 2018 to 16 June 2018 23 Nov 2018 to 25 Nov 2018 If the employee is chosen in the Person parameter of the Evaluate Absences job and the Effective Date parameter is 15 June 2018, then which of the absence entries would appear in the Absence drop-down menu?

A. 23 Nov 2018 to 25 Nov 2018

B. all the three absence entries

C. 14 June 2018 to 16 June 2018

D. 14 June 2018 to 16 June 2018 and 23 Nov 2018 to 25 Nov 2018

E. none of the absence entries

Correct Answer: A

QUESTION 4

Which three are true statements about Absence and Payroll integration?

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

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

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

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

Correct Answer: ABC

QUESTION 5

Which statement is correct about rate definitions?

A. You can associate rate definitions to absence types.

B. You can associate rate definitions to absence plans.

C. Basic salary is used if you do not provide a rate definition when creating an absence plan.

D. Rates are calculated and resolved in Absence Management.

E. You can associate rate definitions to absence certifications.

Correct Answer: B

QUESTION 6

A business has set up an Incremental accrual plan with a Monthly Repeating period and a calendar year period that runs from January to December. The accruals have already been run for an employee till December. The employee had a

grade change in June 3 as a result of which the accrual band that the employee falls into has changed.

What is the earliest period for which the accrual could be run for this employee using the Calculate Accruals and

Balances ESS job to ensure that the accrual balance at the end of December reflects the right value with the change in bands?

A. June

B. May

C. December

D. July

E. January

Correct Answer: E

QUESTION 7

An employee is enrolled in the following accrual plans, both of which are linked to the same absence type:

Floating Holiday -Priority 100 -(Balance = 2 days), no negative balance allowed. Vacation -Priority 200 - (Balance = 3 days), negative balance allowed with a limit of 2 days. Describe how a 7-day absence will be processed using this absence

plan setup.

A. Decrease Floating Holiday balance by 2 days and Vacation balance by 5 days.

B. Decrease Vacation balance by 5 days and Floating Holiday balance by 2 days.

C. Decrease Floating Holiday balance by 2 days and Vacation balance by 2 days.

D. Decrease Vacation balance by 3 days and Floating Holiday balance by 2 days.

E. Decrease Floating Holiday balance by 2 days and Vacation balance by 3 days.

Correct Answer: D

QUESTION 8

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: D

QUESTION 9

An absence type has a Conversion formula attached that is hard coded to return the value 5. The absence type is linked to an accrual plan that has no Conversion formula An employee has an accrual balance of 30 Days. An absence is entered for 3 Days. What does the accrual balance change to at the end of the absence entry?

A. 27

B. 30

C. 15

D. 0

E. 25

Correct Answer: A

QUESTION 10

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 11

Your customer has a requirement where the rate to be used for converting the accrual units to the required units for payroll processing is based on the years of service of the worker. If the length of service is between 0 to 1 years, then the

rate to be used for multiplying is 1. If the length of service is between 1 to 2 years, the rate to be used is 2 and so on. The customer has configured rate definitions for each of these rates individually.

You are asked to compose a fast formula that determines the length of service of the worker and dynamically uses the correct rate multiplier for rate calculation. The customer has created a rate definition by the name of "5YEAR RATE" which

has the required rate multiplier value of "5" and a rate_id of "31000931415151".

What value should your Global Plan Use Rate formula return for a worker who has 4.3 years of service to ensure that the right converted value is finally sent to payroll?

A. 31000931415151

B. 5

C. 5 YEAR RATE

D. Multiply accrual by 5 and return final value

Correct Answer: D

QUESTION 12

You run the "Evaluate absences" process for a specific employee with an effective date of 13 July 2017. The accrual plan term begins on the 1st of January. The employee has the following approved absence records: 05 July 2017 ?14 July 2017 15 July 2017 ?20 Jul 2017 20 December 2017 ?01 January 2018 02 February 2018 ?04 February 2018

Which absence records are re-evaluated?

A. 1, 2 and 3

B. 2

C. 2, 3 and 4

D. 1, 2, 3 and 4

E. 2 and 3

Correct Answer: E