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Oracle

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Oracle Absence Management Cloud 2024 Implementation Professional

Questions&AnswersPDF

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Question: 1

You have a requirement to base the accrual definition 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 configuration meets this requirement?

- A. Define a Length of Service Derived Factor and link the Derived Factor to the Plan Attributes page of an Accrual Plan.
- B. Define a Length of Service Derived Factor, link the Derived Factor definition to an Eligibility Profile, and link the Eligibility Profile to the Accrual page of an Accrual Plan.
- C. Define a Length of Service Derived Factor and link the Derived Factor definition to one or more rows of the Accrual Matrix on the Accrual page of an Accrual Plan.
- D. Define a Length of Service Derived Factor, link the Derived Factor definition to an Eligibility Profile, and link the Eligibility Profile to the Participation page of an Accrual Plan.

Answer: B

Question: 2

Your customer wants workers to submit a medical certificate from an authorized doctor when they schedule a sick absence.

Which three steps should you perform?

- A. Configure sick absence type.
- B. Configure Action Item in the absence administration work area.
- C. Configure certification requirements in the absence administration work area.
- D. Associate Action Item with absence type on the Certifications tab.
- E. Associate certification requirements with an absence type on the Action items tab.

Answer: A, C, D

Question: 3

A customer sets 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.

What is the reason for this?

- A. Only HR Specialists can add the certification requirement, on demand, as an action item when they schedule an absence.
- B. Line managers can configure the certification requirement to appear as an action item after completion of the absence.
- C. Only workers can add the certification requirement, on demand, as an action item when they schedule an absence.
- D. You can add the certification requirement to appear as an action item only during the manual absence enrollment process.

Answer: A

Question: 4

When setting up rules for absence certification requirements, which section do you use to control details about when the certificate due date has been reached?

- A. Passage of Due Date
- B. No Certificate Uploaded
- C. Expiration Period
- D. Due Date Expiration

Answer: A

Question: 5

Which two statements are true regarding absence entry if an employee is assigned a specific work schedule?

- A. The employee enters the start date and end date and the system auto generates the start and end times based on the schedule.
- B. The employee enters the start date and end date and the system auto generates the start and end date duration based on the schedule.
- C. You can record an absence for nonworking days.
- D. You can record only one absence on a day.

Answer: B, D



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