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Oracle Cloud

Questions & Answers

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Question: 1

Which statement is true about absence patterns?

- A. You can modify the content of an absence pattern using the task “Manage Absence Patterns.”
- B. Absence patterns help to visualize the trend or pattern of absence entries for a worker.
- C. Absence patterns control the fields that appear in the Manage Absence Types setup page.
- D. “Sickness” is one of the available absence patterns.

Answer: C

Reference: <https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update17d/fauam/absence-types-reasons-and-categories.html#FAUAM1075875>

Question: 2

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.

Answer: A,B,C

Question: 3

A worker is scheduled to work from Monday to Friday. As an HR administrator, you receive a call from the worker on Friday evening 16-Jun-2017, that they are on vacation from 17-Jun-2017 (Saturday) and will be back at work on 26-Jun-2017 (Monday). The absence type for vacation has no duration formula or plans attached and the duration is measured in Days. There is a calendar exception on 23-Jun-2017 (Friday).

What should be the start date, end date, and the duration of this absence record if the “Schedule nonworking days” is set to “Not enabled”?

- A. Start Date: 19-Jun-2017End Date: 22-Jun-2017Duration: 4

- B. Start Date: 17-Jun-2017End Date: 25-Jun-2017Duration: 8
- C. Start Date: 19-Jun-2017End Date: 25-Jun-2017Duration: 4
- D. Start Date: 17-Jun-2017End Date: 26-Jun-2017Duration: 10
- E. Start Date: 19-Jun-2017End Date: 26-Jun-2017Duration: 5
- F. Start Date: 17-Jun-2017End Date: 25-Jun-2017Duration: 9

Answer: F

Question: 4

A customer requires that their employees enter their vacation/holiday with some period restrictions: the absence record can be entered only 3 months before the system day and 2 months in advance based on system day. Administrators and managers entering the vacation on behalf of employees won't have this restriction.

Which configuration should you use to implement these requirements?

- A. 1) Create an absence type using a generic pattern.2) Enable administrative, manager, and employee updates.3) Define Absence start date validation according to the requirements.4) Enable Absence start date validation for employee self-service transaction.
- B. 1) Create an absence type using a generic pattern.2) Enable administrative, manager, and employee updates.3) Define Absence start date validation according to the requirements.4) Enable Absence start date validation for employees, managers, and administrators.
- C. 1) Create an absence type using a generic pattern.2) Enable administrative, manager, and employee updates.3) Create an eligibility formula with the logic required and add it to the absence type.
- D. 1) Create an absence type using a generic pattern.2) Enable administrative and employee updates.3) Create an eligibility formula with the logic required and add it to the absence type.

Answer: A

Question: 5

When an absence gets approved before its start date, what status does it change to?

- A. Saved
- B. In Progress
- C. Reviewed
- D. Accepted
- E. Completed
- F. Scheduled

Answer: F

<https://docs.oracle.com/en/cloud/saas/human-resources/20c/fauam/absence-recording.html#FAUAM1096587>

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