

QUESTION: 1

Your HR Director has requested that a Vacation accrual plan be created to meet the new company rules that allow for carry over limits to expire after 3 years. Which settings on the accrual plan must you configure?

- Option A : Set the Carry Over Limit Rule to "Flat Amount" and the Expiration Period to "3 Years".
- Option B : Set the Carry Over Limit Rule to "No Limit" and the Expiration Period to "3 Years".
- Option C : Set the Carry Over Limit Rule to "Formula" and the Expiration Period to "3 Years".
- Option D : Set the Carry Over Limit Rule to "Include in Matrix" and the Expiration Period to "3 Years".

Correct Answer: A

QUESTION: 2

Your organization wishes to process Compensatory absences alongside Maternity absences, so you need to add both types of plan to the same Absence Type. What else do you need to do in order for both types of absence to be processed simultaneously?

- Option A : Select the Enable Concurrent Entitlement option on the plans
- Option B : Add both Absence Plans to the same Absence Category
- Option C : Select a formula that includes the processing of both absences

Correct Answer: A

QUESTION: 3

Which three adjustment types can be applied through the Enrollments and Adjustments task within Manage Absence Records task?

- Option A : Update balance details
- Option B : Transfer balance
- Option C : Run accruals for all plans
- Option D : Carryover
- Option E : Periodic accruals
- Option F : Discretionary disbursement

Correct Answer: A,B,F

QUESTION: 4

You are changing the start date of a sickness absence. However, the absence reason previously selected is no longer available. Why is this?

- Option A : Absence Type does not have Unit of Measure completed.
- Option B : No Absence Certification associated with the absence record.
- Option C : Incorrect Absence Pattern associated with Absence Type.
- Option D : The absence reason's effective date does not fit within the updated absence start date.

Correct Answer: D

QUESTION: 5

Your client has a requirement that loss of pay (LOP) leave should only be applied by an admin and not by employees. How will you set up Absence type to achieve this requirement?

- Option A : Enable Administrative and Manager Updates.
- Option B : Attach Eligibility profile to an Absence type.
- Option C : Write an Absence validation formula to restrict employee from applying leave.
- Option D : Enable only Administrative Updates.

Correct Answer: D

QUESTION: 6

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

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

Correct Answer: B,D

QUESTION: 7

You implemented an incremental absence plan with a waiting period of three months and a vesting rule of three months. The leave year runs from 1st of January. There is a flat accrual rate of five hours per month. If an employee was hired on 01 April, which month should you run the process for in order for this employee to have 20 hours available in their absence entitlement?

- Option A : June
- Option B : October
- Option C : December
- Option D : July
- Option E : August
- Option F : November

Correct Answer: C

QUESTION: 8

What type of qualification plan term should you use in order for the plan term to equal the start and end dates of the scheduled absence?

- Option A : No Plan Term
- Option B : Rolling Forward
- Option C : Absence Duration
- Option D : Rolling Backward
- Option E : Calendar Year

Correct Answer: C