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QUESTION 1

You want to create an absence type that can be entered only by administrators. It has two plans that will cascade (that is, after the balance of one consumed, then the balance of the second plan is consumed) and several valid reasons which

the administrator can add when recording the absence.

How should you configure this absence type?

- A. Enable administrative updates and employee updates, add two plans without priority, add reason values, and select "Display and edit" for the Reason field under administrative transaction.
- B. Enable administrative updates and manager updates, add two plans with priority, add reason values, and select "Display and edit" for the Reason field under administrative transaction.
- C. Enable administrative updates, add two plans with priority, add reason values, and select "Display only" for the Reason field under administrative transaction.
- D. Enable administrative updates, add two plans with priority, add reason values, and select "Display and edit" for the Reason field under administrative transaction.

Correct Answer: D

QUESTION 2

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 3

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 4

When creating a Rate Definition to tie to an Absence Accrual Plan, what rate type category would be selected if the value needs to be retrieved from one or more payroll balances?

- A. Derived Rate
- B. Value by Criteria
- C. Element
- D. Formula
- E. None of the Above

Correct Answer: A

QUESTION 5

Your absence entry validation formula keeps failing when you try to submit an absence due to a problem with the formula and, therefore, you are not able to submit the absence. Which two methods should you use to debug the validation formula?

- A. 1) Submit the absence 2) Run the "Evaluate Absence" process for the particular absence with the "Include trace statements in audit log" option enabled.
- B. 1) Remove the validation formula 2) Submit the absence. 3) Edit the validation formula and add debug messages using ESS_LOG_WRITE. 4) Add the validation formula back to the absence type and run the "Evaluate Absence" process for the particular absence with the "Include trace statements in audit log" option enabled.
- C. 1) Add debug messages to a local variable in the formula. 2) Assign the value of the local variable to the return variable ERROR_MESSAGE. 3) Submit the absence to view the error message with the debug messages.
- D. 1) Remove the validation formula. 2) Submit the absence. 3) Run the "Evaluate Absence" process for the particular absence with the "Include trace statements in audit log" option enabled.

Correct Answer: AC



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