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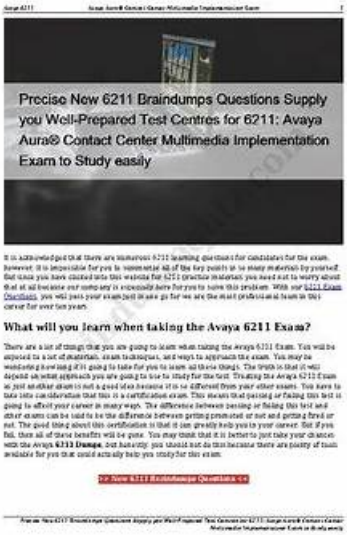

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NEW QUESTION # 46
Your HR Director has requested that a Vacation accrual plan be created to meet the new company rules that allow for carry over limits to expire after 3 years.
Which settings on the accrual plan must you configure?

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

Answer: D

NEW QUESTION # 47
An employee's start date changes, and you realize the change will have an impact on that employee's absence plan enrollments.
Which process do you need to run to automatically adjust the enrollment details?

- A. Update Enrollment Status
- B. Update New Starter Absence Details
- C. Update Accrual Plan Enrollments
- D. Update Plan Entitlements

Answer: C

NEW QUESTION # 48
Which process should you use to roll back the absence plan balance calculation date?

- A. Update Accrual Plan Enrollments
- B. Calculate Accruals and Balances
- C. Migrate Previous Versions of Absence Data
- D. Withdraw Accruals and Balances
- E. Evaluate Absences

Answer: D

NEW QUESTION # 49
Which two are correct descriptions of absence types?

- A. Define absence payment information to transfer for payroll processing
- B. Include the rules that pertain to the required certifications
- C. Control the approval routing, depending on the user type submitting the absence
- D. Define waiting period for newly enrolled workers
- E. Determine the type of adjustments Human Resources specialists can make during maintenance of absence records

Answer: B,C

NEW QUESTION # 50
Your organization wants the expiration of compensatory time to be overridden on an ad hoc basis. Which two user types can be granted this ability?

- A. Administrator
- B. Manager
- C. IT Security Manager
- D. Employee
- E. Implementer

Answer: A,B

NEW QUESTION # 51
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