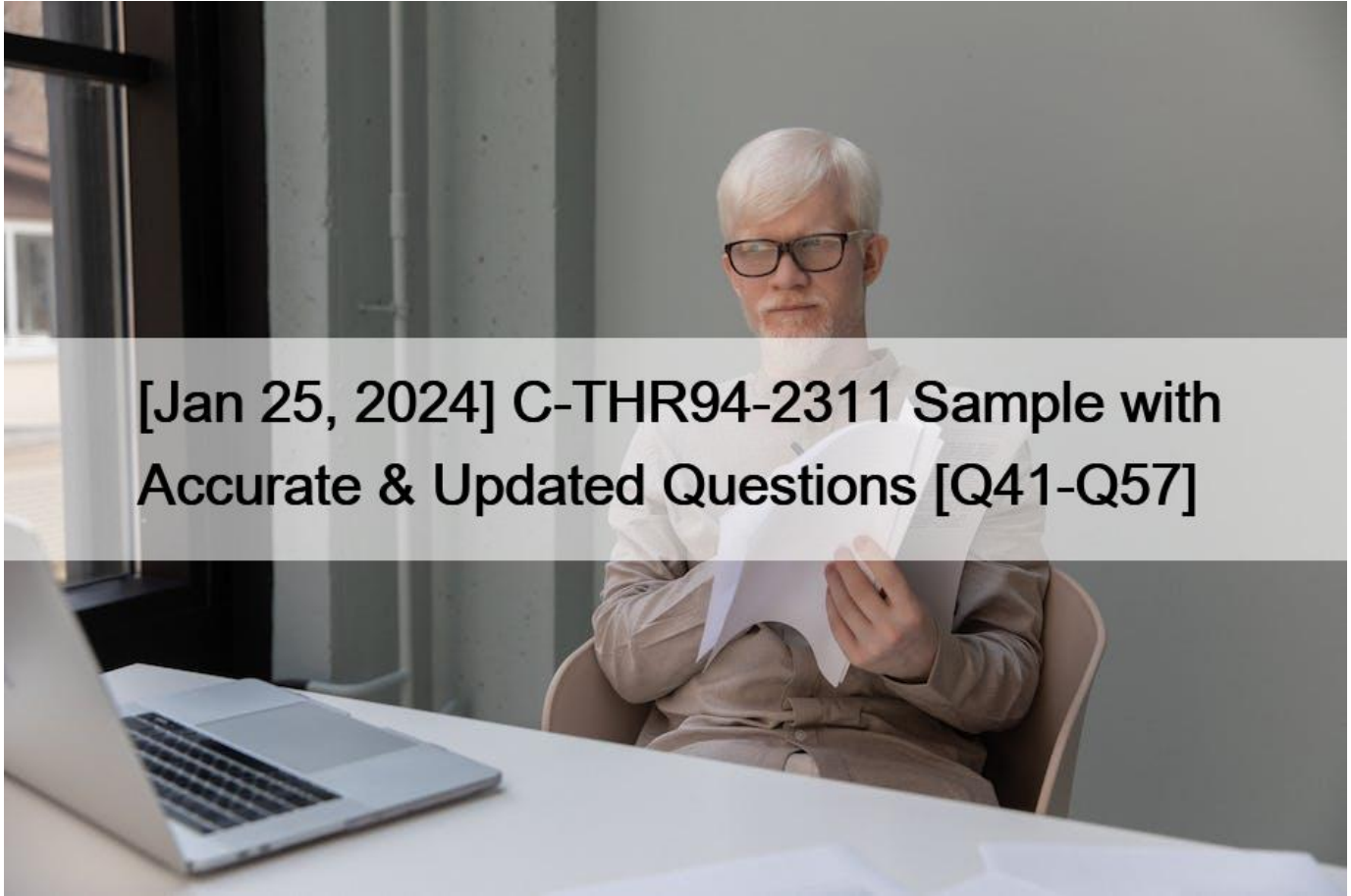


[Jan 25, 2024 C-THR94-2311 Sample with Accurate & Updated Questions [Q41-Q57]



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NEW QUESTION 41

You need to determine the accruals to be awarded based on the seniority of an employee. The employee has been with the organization for 5 years and should be awarded an accrual of 12 days. Here is the accrual rule that you will use:



What are eligible values for the accrual lookup by seniority table? Note: There are 2 correct answers to this question.

- * Seniority From = 0 Seniority To = 6 Amount (days) = 12 Seniority From = 7 Seniority To = 10 Amount (days) = 30
- * Seniority From = 0 Seniority To = 5 Amount (days) = 12 Seniority From = 6 Seniority To = 10 Amount (days) = 30
- * Seniority From = 0 Seniority To = 5 Amount (days) = 30 Seniority From = 5 Seniority To = 10 Amount (days) = 12
- * Seniority From = 0 Seniority To = 4 Amount (days) = 12 Seniority From = 6 Seniority To = 10 Amount (days) = 30

NEW QUESTION 42

What type of rule is recommended to perform validation checks on leave requests?

- * Take Rule
- * Validate Rule
- * Save Rule
- * Post Save Rule

NEW QUESTION 43

You need to send an alert to the HR admin if an employee is sick for more than 15 days. How would you define the reminder alert?

- * As a post save rule in the Time Type object definition
- * As a save rule in the Employee Time object definition
- * As a save rule in the Time Type object definition
- * As a post save rule in the Employee Time object definition

NEW QUESTION 44

Per your company's policy, flextime accounts must NOT exceed a balance of 40 hours at the end of a month.

Therefore, you decide to set up automated periodic processing for those accounts. What can you do using periodic time account processing?

- * Automatically create leave requests amounting to the balance beyond 40 hours.
- * Automatically cap the time account balance beyond 40 hours.
- * Automatically raise an error message when recording working time beyond 40 hours.

- * Automatically transfer the time account balance beyond 40 hours to another account.

NEW QUESTION 45

Which of the following describe the Single Record Approval feature? Note: There are 2 correct answers to this question.

- * When the Time Sheet workflow for a period is approved, all pending Single Record Approval workflows for that period are auto approved.
- * Time Sheet workflow CANNOT be approved unless all Single Record Approval workflows for that timesheet period are completed.
- * Single Record Approval enables workflow for Temporary Time Information.
- * Single Record Approval is available only when Time Tracking is enabled.

NEW QUESTION 46

You have a total balance of 30 days at the beginning of January 2022. You take 10 days leave in December

2022. If you run the Time Account Snapshot report with March 31, 2022 as the end date, how many days are shown in taken and planned columns?

- * Taken = 0, Planned = 10
- * Taken = 0, Planned = 30
- * Taken = 10, Planned = 30
- * Taken = 10, Planned = 0

NEW QUESTION 47

What can you achieve with Period-End Processing? Note: There are 3 correct answers to this question.

- * Move the time account balance to the following time account.
- * Create a new time account.
- * Close the time account.
- * Set the time account balance to zero.
- * Make an accrual posting.

NEW QUESTION 48

The customer has a collective/union agreement that automatically provides employees with a 15 minute break for every 3 hours they work during a non-working day or public holiday. What break configuration is required in this case?

- * Create a Fixed Break and assign it to the employee's Job Info.
- * Create a Dynamic Break and assign it to the employee's Workschedule.
- * Create a Fixed Break in the employee's Workschedule.
- * Create a Dynamic Break and assign it to the employee's Job Info.

NEW QUESTION 49

Which process requires both absence and attendance management?

- * Shift Premium calculation
- * Accrual creation
- * Allowance recording
- * Time Off in Lieu generation

NEW QUESTION 50

For a Time Tracking-enabled customer, what Time Record Filter capability is available for a Cross- Midnight scenario?

- * Holiday Class Filter for only Current Day and Previous Day
- * Holiday Class Filter for only Current Day
- * Holiday Class Filter for only Current Day and Next Day
- * Holiday Class Filter for Current Day, Previous Day, and Next Day

NEW QUESTION 51

What is the allowed combination of Valuation Result Category in Time Type Group configuration that is eligible for a Time-Off in Lieu compensation either by payout or by posting to Time-Off in Lieu Time Account?

- * Overtime Base and Overtime Premium
- * Overtime Premium and Difference in Working Time
- * Overtime Premium and Working Time
- * Overtime Base and Difference in Working Time

NEW QUESTION 52

What filtering options do you have when you use Time Record Filters for Time Valuation Type Filter Input Group?

- * Filter based on a Day Model Shift Classification
- * Filter based on a Time Collector
- * Filter based on a Counted Event
- * Filter based on a Time Type Group

NEW QUESTION 53

How is time data derived in the following Time Category types of Time Type Group?Note: There are 2 correct answers to this question.

- * Paid Absences: Time data is derived from absences entered in Time Off, irrespective of absences set in Time Type Group.
- * Calculated Time: Time data is derived from the output of a time valuation.
- * Paid Absences: Time data is derived from absences entered in Time Off, only for those absences assigned to the Time Type Group.
- * Calculated Time: Time data is derived from the work schedule of an employee.

NEW QUESTION 54

What Event type should you use when creating Event reasons for a Leave of Absence?Note: There are 2 correct answers to this question.

- * Leave of Absence
- * Return from Disability
- * Unpaid Leave
- * Return to Work

NEW QUESTION 55

What are the allowed Message Types in a Time Valuation rule?

- * Error and Information
- * Information, and Alert and Warning
- * Error, Information, and Alert and Warning
- * Error, and Alert and Warning

NEW QUESTION 56

You have configured Period-End Processing to happen automatically. Your Time Account is valid from January 1, 2022, and bookable from January 1, 2022, to March 31, 2023. When is the automatic Period-End Processing calendar executed?

- * 2023-01-01 00:00:00
- * 2022-12-31 00:00:00
- * 2023-04-01 00:00:00
- * 2023-03-31 00:00:00

NEW QUESTION 57

Which object determines the list of absence types an employee can request?

- * Time Type
- * Time Profile
- * Time Recording Profile
- * Work Schedule

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