

1Z0-1047^{Q&As}

Oracle Absence Management Cloud 2019 Implementation Essentials

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QUESTION 1

A customer wants to manually terminate the enrollment of a worker from an accrual plan.

Which option should you use from the Enrollments and Adjustments list available in the Plan Participation region in Manage Absence Records?

- A. Delete enrollment
- B. Update enrollment
- C. End enrollment
- D. Terminate enrollment

Correct Answer: A

QUESTION 2

Your client has a requirement that the employee will not get enrolled into the plan for first six months of hire. Enrollment and accruals will start after the completion of six months. The plan needs to be Front-Loaded.

How will you configure this in the system?

- A. Create a plan having Vesting Period with UOM as Months and duration as 6.
- B. Create a rule in Accrual Matrix where you will check the length of service of an employee and if the Length of Service is less than six months then accrual value should be 0.
- C. Write partial period fast formula that enrolls the employee only after six months from hire date.
- D. Create a plan having a Waiting Period with UOM as Months and duration as 6.

Correct Answer: C

QUESTION 3

You configured an eligibility profile with the following selections:

Person Type: "Regular Employee" and "Associate" Gender: "Male"

Legal Entity: "LE1"

Job Function: "Managerial"

Which two employees will be eligible for this absence? (Choose two.)

- A. Employee 4: Person Type: Associate Gender: Male Legal entity: LE1 Job Function: Managerial
- B. Employee 1: Person Type: Regular Employee Gender: Blank Legal entity: LE1 Job Function: Managerial

- C. Employee 3: Person Type: Associate Gender: Male Legal entity: LE2 Job Function: Blank
- D. Employee 2: Person Type: Regular Employee Gender: Male Legal entity: LE1 Job Function: Managerial
- Correct Answer: AD
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QUESTION 4

You selected the "Evaluate remaining entitlement without absence record" check box on the Participation tab of the Create Absence Plan page for a qualification plan whose term is Calendar Year.

What does this enable HR specialists to do?

- A. view partial plan entitlements when a worker applies for only a single absence for the plan
- B. view partial plan entitlements when a worker applies for multiple absences and all of the absences fall in different payment percentages
- C. view complete qualification plan entitlement details defined for a worker, even without an absence record
- D. view partial plan entitlements when a worker applies for multiple absences and all of the absences fall in the same payment percentage

Correct Answer: C

QUESTION 5

Which two are valid qualification plan term types? (Choose two.)

- A. Formula
- B. Calendar Year
- C. Anniversary
- D. Rolling Forward
- E. Absence Period

Correct Answer: BD

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