

# 1Z0-1047<sup>Q&As</sup>

Oracle Absence Management Cloud 2019 Implementation Essentials

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**QUESTION 1**

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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**QUESTION 2**

Which setup options must you use to implement discretionary disbursements on Absence Management?

- A. Create an Accrual Absence Plan and enable "Discretionary disbursements for accrual balance".
- B. Create a Qualification Absence Plan and enable "Discretionary Disbursement Rate Rule".
- C. Create an Accrual Absence Plan and enable "Discretionary Disbursement Rate Rule".
- D. Discretionary disbursements can be performed only through Payroll and not by using Absence Management.
- E. Create a Qualification Absence Plan and enable "Discretionary disbursements for entitlement balance".

Correct Answer: C

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**QUESTION 3**

How do you set up varied payment percentages for an absence period for workers, based on the length of service for a qualification absence plan?

- A. Specify the payment percentages in the Qualification Band Matrix and Qualification Details.
- B. Configure payroll formula to determine the payment percentage for the qualification band level.
- C. Use eligibility profiles to control the payment percentage that workers are eligible to in a plan.
- D. Payment percentages cannot vary between workers in the same plan.

Correct Answer: B

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**QUESTION 4**

If you want to modify the workers' payments when a certification requirement has passed its due date, what three rules can you select when you create the absence certification? (Choose three.)

- A. Adjust
- B. Revise
- C. Recalculate
- D. Retract
- E. Override
- F. Stop Payments

Correct Answer: CDE

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#### QUESTION 5

Which three types of Exceptions can be linked to a work schedule? (Choose three.)

- A. Work shifts
- B. Work patterns
- C. Resource exception
- D. Calendar event category
- E. Non working days
- F. Calendar events

Correct Answer: CEF

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#### QUESTION 6

Which two accrual plan adjustment reasons come seeded with the application? (Choose two.)

- A. Compensatory
- B. Deduction
- C. Other
- D. Accrued
- E. Clerical Error
- F. Migrated

Correct Answer: AE

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**QUESTION 7**

A customer created a public holiday on the 25-Dec-2018 (Tuesday) and assigned it to a geography to which an employee belongs to. However, the employee does not have a work schedule assigned. The employee records an absence from 24-Dec-2018 (Monday) to 26-Dec-2018 (Wednesday) using an absence type that measures duration in Days.

What will be the duration of the absence recorded?

- A. 2
- B. 4
- C. 3
- D. Absence cannot be recorded without a work schedule.
- E. 1

Correct Answer: A

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**QUESTION 8**

Your customer wants to track overdue certifications of a Business Unit in a specific Legislative Data Group.

As an absence administrator, how do you accomplish this?

- A. Run the Evaluate Absences process with an effective date, BU, and LDG as parameters.
- B. Run the Update Action Items process with an effective date, BU, and LDG as parameters.
- C. Run the Evaluate Certification Updates process with an effective date, BU, and LDG as parameters.
- D. Run the Reprocess Certifications process with an effective date, BU, and LDG as parameters.

Correct Answer: C

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**QUESTION 9**

Which three statements about the "Selected dates" frequency are true? (Choose three.)

- A. An employee can override the time or duration of each date entered if the partial day rule is set to Unlimited for the absence type.
- B. The system defaults to time or duration according to the employee's work schedule.
- C. An employee can schedule a short or long period of absence as long as the dates are continuous.
- D. An employee can only schedule dates that are not continuous to each other.
- E. An employee can submit each date within the absence record for approval separately.

F. An employee can determine the job or assignment where the absence belongs to.

Correct Answer: BCF

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**QUESTION 10**

You create a semi-monthly repeating period with a sample start date of 15-June-2017. Which option contains the first two complete periods from 15-June-2017?

- A. 1) 15-June-2017 to 28-June-2017 2) 29-June-2017 to 13-July-2017
- B. 1) 15-June-2017 to 29-June-2017 2) 30-June-2017 to 14-July-2017
- C. 1) 30-June-2017 to 13-July-2017 2) 14-July-2017 to 29-July-2017
- D. 1) 30-June-2017 to 14-July-2017 2) 15-July-2017 to 30-July-2017
- E. 1) 15-June-2017 to 28-June-2017 2) 29-June-2017 to 12-July-2017

Correct Answer: A

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**QUESTION 11**

What type of absence plan allows you to configure entitlements and payment percentages at different levels?

- A. Accrual
- B. No Entitlement
- C. Qualification
- D. Certificate
- E. Paid Time Off

Correct Answer: C

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**QUESTION 12**

Your client wants only those employees who have completed one year of service to be eligible for an absence type.

Which two configurations should you perform so that employees will not see this absence type until they are eligible? (Choose two.)

- A. Use the Hire date option that is available in the Eligibility Profile under employment.
  - B. Set the Waiting Period field on the Participation page to one year from the Enrollment Start Date.
  - C. Create a derived factor of Type Length of service (by checking the length of service for one year), and call this derived factor in the Eligibility profile on the participation page.
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D. Set the Vesting Rule, duration and UOM on the Accrual Attributes page to .Elapsed Period, 1, Years.

Correct Answer: AC

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**QUESTION 13**

Your organization has expressed that the expiration of compensatory time needs to be overridden on an ad hoc basis.

Which two user types can be granted this ability? (Choose two.)

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

Correct Answer: AD

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**QUESTION 14**

When setting the expiration details for a Compensatory Plan, which of the following is a valid option?

- A. Employee Termination
- B. Worked Period
- C. Ongoing
- D. End of Acquisition Week

Correct Answer: D

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**QUESTION 15**

What action can you NOT perform when working with certifications of the "Documentation" classification?

- A. track multiple attachments associated with the qualification absence
- B. update payment percentage for a qualification absence
- C. manually mark the certification as being received
- D. track details related to the workers qualification absence

Correct Answer: A

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