



# 1Z0-1047-20<sup>Q&As</sup>

Oracle Absence Management Cloud 2020 Implementation Essentials

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### QUESTION 1

A customer set up the certification requirement for art absence. After scheduling the absence for a subordinate, the line manager wants to add a certification requirement as an action item, but is unable to do it.

What is the reason for this?

- A. You can add the certification requirement to appear as an action item only during the manual absence enrollment process.
- B. Line managers can add the certification requirement, on demand, as an action item when they approve the absence;
- C. Only HR Specialists can add the certification requirement, on demand, as an action item when they schedule an absence.
- D. Only workers can add the certification requirement, on demand, as an action item when they schedule an absence.
- E. Line managers can configure the certification requirement to appear as an action item after completion of the absence.

Correct Answer: B

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### QUESTION 2

What is the difference between an absence type and an absence plan?

- A. Absence types can be seen only by employees whereas absence plans can be seen only by administrators.
- B. Absence types are linked to payroll elements whereas absence plans only calculate entitlements.
- C. Absence types can be grouped under Absence Reasons whereas absence plans are grouped under absence categories.
- D. Absence types are used to record absence entries whereas absence plans are used to grant and deduct entitlements.

Correct Answer: D

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### QUESTION 3

A customer requires an absence that the administrator creates on behalf of an employee and can specify the condition of the sickness of that employee. In addition to that, the employee should provide a certification from a doctor for the absence. The administrator should ensure that the certification is provided on time.

Which configuration should you use to implement these requirements?

- A. 1. Create an absence type using "Generic absence" pattern.
- 2.  
Enable administrative updates.



3.

Add reason values.

4.

Enable attachments and Reasons using Display Features.

B. 1. Create an absence type using the "Illness/injury" pattern.

2.

Enable administrative updates.

3.

Enable Special Conditions using Display Features.

4.

Add an action item for certification.

C. 1. Create an absence type using the "Illness/injury" pattern.

2.

Enable administrative updates.

3.

Enable attachments and Special Conditions using Display Features.

D. 1. Create an absence type using the "Illness/injury" pattern.

2.

Enable administrative updates.

3.

Add reason values.

4.

Enable attachments and Reasons using Display Features.

Correct Answer: D

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#### QUESTION 4

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

#### QUESTION 5

You defined a 3-month rolling-backward term in your qualification plan with the include overlap rule. You set up entitlement bands as shown below:

Sequence	Duration	Payment Percentage
1.)	10 days	100%
2.)	10 days	50%

You submit a 10-day absence. Another 4-day absence already exists which starts within 3 months earlier than the start date of the current absence.

Which option corresponds to the behavior in terms of entitlement usage, based on this configuration?

- A. The system will not allow absence to be recorded due to insufficient entitlement balance.
- B. The 4-day absence will remain at 100% pay and the current 10-day absence will be split with 6 days at 100% pay and 4 days at 50% pay.
- C. The 4-day absence will be booked at 50% pay and the current 10-day absence will be booked at 100% pay.
- D. The 4-day absence will remain at 100% pay and the current 10-day absence will also be booked at 100% pay.

Correct Answer: B

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