



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

Oracle Absence Management Cloud 2020 Implementation Essentials

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### QUESTION 1

You configured a donation plan in your organization for workers to donate accrual plan balances to coworkers. But when a donation was initiated by one of the workers, the accrual plan could NOT identify the donation plan.

Which two are possible reasons the accrual plan failed to identify the donation plan? (Choose two.)

- A. You need to create donation and compensatory plans to initiate the donation.
- B. The worker receiving the donation, needing additional time off, was not enrolled to the donation plan.
- C. The unit of measure for the donation and accrual plans is different.
- D. The worker receiving the donation, needing additional time off, was not enrolled to the accrual plan.
- E. The plan limits for the donation and accrual plans are different.

Correct Answer: AB

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### QUESTION 2

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 3

When assigning work schedules via Manage Work Schedule Assignment Administration task, which level has the highest priority and which level the lowest?

A. Highest > Person; Lowest > Enterprise

B. Highest > Assignment; Lowest > Legal Employer

C. Highest > Legal Employer; Lowest > Person

D. Highest > Assignment; Lowest > Enterprise

Correct Answer: C

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### QUESTION 4

An employee is enrolled into a plan on a future date 01-Jan-2090. HR searches for the employee on a date earlier than 01-Jan-2090 as a result of which the enrollment does not appear by default (because the status is Inactive). HR goes ahead and tries to add a new enrollment to the same plan as of current date.

What is the result of this action assuming accrual has not been run for the old enrollment?

A. This results in two enrollments.



- B. The plan is not available in the drop-down menu for adding new enrollment.
- C. This results in one enrollment with the new enrollment start date.
- D. The system throws an error saying an enrollment already exists.

Correct Answer: A

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#### QUESTION 5

Which three adjustment types can be done through the Enrollments and Adjustments task within Manage Absence Records task? (Choose three.)

- A. Run accruals for all plans
- B. Carryover
- C. Transfer balance
- D. Update balance details
- E. Periodic accruals
- F. Discretionary disbursement

Correct Answer: CDF

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