



1Z0-1047-20^{Q&As}

Oracle Absence Management Cloud 2020 Implementation Essentials

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QUESTION 1

Which statement describes the function of a documentation certification?

- A. It provides a method for managers to forward employee forms to administrators.
- B. It provides a method for employees to provide doctors\' notes and other forms to managers.
- C. It monitors planned return to work and reinstatement of employment.
- D. It tracks receipt of documentation and related due dates by administrators.

Correct Answer: B

QUESTION 2

What is the purpose of an eligibility profile on a certification definition?

- A. to allow overrides of a payment percentage for eligible employees
- B. to prevent payment of qualified entitlements to ineligible employees
- C. to limit the types of employees who have the certification auto-generated when an absence is created
- D. to determine plan eligibility

Correct Answer: D

QUESTION 3

Which formula type allows you to specify custom rules for use within an Eligibility Profile?

- A. Participation Eligibility
- B. Eligibility Profile
- C. Participation and Rate Eligibility
- D. Eligibility Criteria

Correct Answer: D

QUESTION 4

Which four components can be linked to an absence type when editing an absence type? (Choose four.)

- A. Absence plans
- B. Absence categories



- C. Absence reasons
- D. Absence certifications
- E. Absence elements
- F. Eligibility profiles

Correct Answer: ABCD

QUESTION 5

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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