



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

Oracle Absence Management Cloud 2020 Implementation Essentials

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QUESTION 1

Which three statements are true about absence management? (Choose three.)

- A. Absence plans push data into the Calculation card.
- B. Absence Management tracks monetary balances.
- C. Absence Management uses elements for calculating entitlements or maintaining accrual balances.
- D. Absence types push data into Absence cards.
- E. Absence Plans are the bridges between Absence Management and Global Payroll.
- F. Absence Management is responsible for accrual, balances, and entitlements calculation.

Correct Answer: ACF

QUESTION 2

An employee is enrolled in the following accrual plans, both of which are linked to the same absence type:

Floating Holiday - Priority 100 - (Balance = 2 days), no negative balance allowed.

Vacation - Priority 200 - (Balance = 3 days), negative balance allowed with a limit of 2 days

Describe how a 7-day absence will be processed using this absence plan setup.

- A. Decrease Vacation balance by 3 days and Floating Holiday balance by 2 days.
- B. Decrease Floating Holiday balance by 2 days and Vacation balance by 3 days.
- C. Decrease Floating Holiday balance by 2 days and Vacation balance by 5 days.
- D. Decrease Floating Holiday balance by 2 days and Vacation balance by 2 days.
- E. Decrease Vacation balance by 5 days and Floating Holiday balance by 2 days.

Correct Answer: A

QUESTION 3

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

QUESTION 4

What are two valid Entitlement Definition Types for the Entitlement Attributes section? (Choose two.)

- A. Qualification Date
- B. Formula
- C. Absence Start Date
- D. Absence Duration
- E. As of Event
- F. Matrix

Correct Answer: AC

QUESTION 5

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

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