



1Z0-1047^{Q&As}

Oracle Absence Management Cloud 2019 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

QUESTION 2

A customer requires that their employees enter their vacation/holiday with some period restrictions: the absence record can be entered only 3 months before the system day and 2 months in advance based on system day. Administrators and managers entering the vacation on behalf of employees won't have this restriction.

Which configuration should you use to implement these requirements?

- A. 1) Create an absence type using a generic pattern. 2) Enable administrative, manager, and employee updates. 3) Define Absence start date validation according to the requirements. 4) Enable Absence start date validation for employee self-service transaction.
- B. 1) Create an absence type using a generic pattern. 2) Enable administrative, manager, and employee updates. 3) Define Absence start date validation according to the requirements. 4) Enable Absence start date validation for employees, managers, and administrators.
- C. 1) Create an absence type using a generic pattern. 2) Enable administrative, manager, and employee updates. 3) Create an eligibility formula with the logic required and add it to the absence type.
- D. 1) Create an absence type using a generic pattern. 2) Enable administrative and employee updates. 3) Create an eligibility formula with the logic required and add it to the absence type.

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

You run the "Evaluate absences" process for a specific employee with an effective date of 13 July 2017.

The accrual plan term begins on the 1st of January.

The employee has the following approved absence records:

- 1) 05 July 2017 - 14 July 2017
- 2) 15 July 2017 - 20 Jul 2017
- 3) 20 December 2017 - 01 January 2018
- 4) 02 February 2018 - 04 February 2018

Which absence records are re-evaluated?

- A. 2
- B. 1, 2, 3 and 4
- C. 2 and 3
- D. 2, 3 and 4
- E. 1, 2 and 3

Correct Answer: C

QUESTION 5

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