



1Z0-1047^{Q&As}

Oracle Absence Management Cloud 2019 Implementation Essentials

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QUESTION 1

How do you configure an absence type to allow employees to attach documents when recording absences?

- A. Attach a Certification of type "Documentation".
- B. You cannot attach documents to absence entries in self-service.
- C. Set the Display Feature "Attachments" to "Enabled".
- D. Attach an Action Item of type "Documentation".

Correct Answer: C

QUESTION 2

You configured an eligibility profile with the following selections:

Person Type: "Regular Employee" and "Associate" Gender: "Male"

Legal Entity: "LE1"

Job Function: "Managerial"

Which two employees will be eligible for this absence? (Choose two.)

- A. Employee 4: Person Type: Associate Gender: Male Legal entity: LE1 Job Function: Managerial
- B. Employee 1: Person Type: Regular Employee Gender: Blank Legal entity: LE1 Job Function: Managerial
- C. Employee 3: Person Type: Associate Gender: Male Legal entity: LE2 Job Function: Blank
- D. Employee 2: Person Type: Regular Employee Gender: Male Legal entity: LE1 Job Function: Managerial

Correct Answer: AD

QUESTION 3

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

QUESTION 4

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 5

Your organization has expressed that the expiration of compensatory time needs to be overridden on an ad hoc basis.

Which two user types can be granted this ability? (Choose two.)

- A. Employee
- B. Manager
- C. IT Security Manager
- D. Administrator
- E. Implementer

Correct Answer: AD

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