



1Z0-1047^{Q&As}

Oracle Absence Management Cloud 2019 Implementation Essentials

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QUESTION 1

An absence type with UoM Hours and a Conversion formula is linked to an accrual plan with UoM Days. How is absence entry duration calculated?

- A. The absence is reported in hours, but since there is no conversion attached to the absence plan, the duration can't be calculated.
- B. Absence Types and Absence Plans must be in the same UoM in order to calculate and deduct from a balance.
- C. Based on the conversion formula assigned to the absence plan.
- D. The absence is reported in hours, it will be converted to days based on the conversion formula associated to the type, and deduct from the plan in days.

Correct Answer: C

QUESTION 2

Which three are true statements about Absence and Payroll integration? (Choose three.)

- A. The options available for configuration vary depending on the legislation chosen when creating absence plans.
- B. The setup required in payroll may vary depending on payroll localization.
- C. The Absence Element Template creates all of the attributes required to process absences through payroll.
- D. The options available for configuration are the same for all the legislations when creating absence plans.

Correct Answer: ABC

QUESTION 3

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



QUESTION 4

Which two statements are correct about absence types? (Choose two.)

- A. Define absence payment information to transfer for payroll processing.
- B. Define waiting period for newly enrolled workers.
- C. Determine the type of adjustments Human Resources specialists can make during maintenance of absence records.
- D. Control the appearance of user interfaces.
- E. Include rules to enforce when users record or manage an absence of that type.

Correct Answer: DE

QUESTION 5

Your customer has an absence type that is linked to an accrual plan and has "Deferred processing on initial entry" enabled.

Which ESS job will you run to ensure that the accrual plan entries are created for the absence?

- A. Evaluate Absences
- B. Update Accrual Plan Enrollments
- C. Update Accrual Plan Entries
- D. Calculate Accruals and Balances
- E. Evaluate Certification Updates

Correct Answer: A

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