



1Z0-1047^{Q&As}

Oracle Absence Management Cloud 2019 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

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 3

Which three adjustment types can be done through the Enrollments and Adjustments task within Manage Absence Records task? (Choose three.)

- A. Run accruals for all plans
- B. Carryover
- C. Transfer balance
- D. Update balance details
- E. Periodic accruals



F. Discretionary disbursement

Correct Answer: CDF

QUESTION 4

A customer set up the certification requirement for art absence. After scheduling the absence for a subordinate, the line manager wants to add a certification requirement as an action item, but is unable to do it.

What is the reason for this?

- A. You can add the certification requirement to appear as an action item only during the manual absence enrollment process.
- B. Line managers can add the certification requirement, on demand, as an action item when they approve the absence;
- C. Only HR Specialists can add the certification requirement, on demand, as an action item when they schedule an absence.
- D. Only workers can add the certification requirement, on demand, as an action item when they schedule an absence.
- E. Line managers can configure the certification requirement to appear as an action item after completion of the absence.

Correct Answer: B

QUESTION 5

A customer has the following absence records:

Absence Dates	Absence Status
1) 01 April 2017 to 05 April 2017	Submitted
2) 06 May 2017	Submitted
3) 12 May 2017	Withdrawn
4) 19 July 2017	Awaiting approval
5) 20 August 2017 to 28 August 2017	Submitted
6) 30 August 2017	Saved

You run the "Evaluate Absence" process with an effective date of 07 April 2017.

Which absences will be processed?

- A. 1, 2, 4, 5
- B. 1, 4, 5
- C. 2, 4, 5, 6
- D. 2, 4, 5
- E. 4, 5



F. 2, 3, 4, 5, 6

Correct Answer: A

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