1Z0-1047^{Q&As}

Oracle Absence Management Cloud 2019 Implementation Essentials

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QUESTION 1

You want to create an absence type that can be entered only by administrators. It has two plans that will cascade (that is, after the balance of one is consumed, then the balance of the second plan is consumed) and several valid reasons which the administrator can add when recording the absence.

How should you configure this absence type?

A. Enable administrative updates and employee updates, add two plans without priority, add reason values, and select "Display and edit" for the Reason field under administrative transaction.

B. Enable administrative updates and manager updates, add two plans with priority, add reason values, and select "Display and edit" for the Reason field under administrative transaction.

C. Enable administrative updates, add two plans with priority, add reason values, and select "Display only" for the Reason field under administrative transaction.

D. Enable administrative updates, add two plans with priority, add reason values, and select "Display and edit" for the Reason field under administrative transaction.

Correct Answer: D

QUESTION 2

You defined a 3-month rolling-backward term in your qualification plan with the include overlap rule. You set up entitlement bands as shown below:

Sequence	Duration	Payment Percentage
1.)	10 days	100%
2.)	10 days	50%

You submit a 10-day absence. Another 4-day absence already exists which starts within 3 months earlier than the start date of the current absence.

Which option corresponds to the behavior in terms of entitlement usage, based on this configuration?

A. The system will not allow absence to be recorded due to insufficient entitlement balance.

B. The 4-day absence will remain at 100% pay and the current 10-day absence will be split with 6 days at 100% pay and 4 days at 50% pay.

C. The 4-day absence will be booked at 50% pay and the current 10-day absence will be booked at 100% pay.

D. The 4-day absence will remain at 100% pay and the current 10-day absence will also be booked at 100% pay.

Correct Answer: B

QUESTION 3

How do you set up varied payment percentages for an absence period for workers, based on the length of service for a qualification absence plan?

A. Specify the payment percentages in the Qualification Band Matrix and Qualification Details.

B. Configure payroll formula to determine the payment percentage for the qualification band level.

C. Use eligibility profiles to control the payment percentage that workers are eligible to in a plan.

D. Payment percentages cannot vary between workers in the same plan.

Correct Answer: B

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

You will be integrating Absence Management with Fusion Payroll.

What should you set up in Absences to implement this?

A. Within the Absence Plan, select the "discretionary disbursements of accrual balance" check box and define the rate rules for Disbursement. Select the "Transfer absence payment information for payroll processing" check box.

B. Within the Absence Plan, select the "Transfer absence payment information for payroll processing" check box and define the Element use for this integration.

C. Within the Absence Type, select and add an Absence Plan, and enable display features for the "Transfer absence payment information for payroll processing" and define the Element use for this integration.

D. Within the Absence Plan, define all the rate rules for Absence Payment, Final Balance Payment, Disbursement, and Liability booking.

Correct Answer: B

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