



# 1Z0-1047<sup>Q&As</sup>

Oracle Absence Management Cloud 2019 Implementation Essentials

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### QUESTION 1

A customer requires their administrator to enter the paternity leave for their employees. Paternity leave can only be entered if an employee hasn't taken an absence called special absence in the previous 30 days of the paternity leave start date. The customer requires also that this paternity leave absence is only available for the employees who have one year of seniority in the company. Employees should notify of the absence at least 30 days in advance of the start date of the absence; otherwise, the absence is not considered timely.

Which configuration should you use to implement these requirements?

A. 1) Create an absence type using a childbirth or placement pattern. 2) Enable administrative updates. 3) Create a validation formula with the logic to evaluate if the "special absence" was taken 30 days before this absence and add it to the absence type. 4) Create an eligibility profile with the criteria of employees with 1 or more seniority in the company and add it to the absence type. 5) Select the qualified entitlements check box and set the evaluation rule to check for 30 days from the start date.

B. 1) Create an absence type using a childbirth or placement pattern. 2) Enable administrative updates. 3) Create a validation formula with the logic to evaluate if the "special absence" was taken 30 days before this absence and add it to the absence type. 4) Create an eligibility profile with the criteria of employees with 1 or more seniority in the company and add it to the absence type. 5) Configure the late notification evaluation rule according to the requirement of at least 30 days in advance of the start date.

C. 1) Create an absence type using a childbirth or placement pattern. 2) Enable administrative updates. 3) Create an eligibility profile with the criteria of employees with 1 or more seniority in the company and add it to the absence type. 4) Create an absence certification of type Documentation that prevents absence entry if linked absence of type Special absence exists in the previous 30 days.

D. 1) Create an absence type using a childbirth or placement pattern. 2) Enable administrative updates. 3) Create a validation formula with the logic to evaluate if the "special absence" was taken 30 days before this absence and add it to the absence type. 4) Create an eligibility profile with the criteria of employees with 1 or more seniority in the company and employees with "male" gender and add it to the absence type. 5) Configure the late notification evaluation rule according to the requirement of at least 30 days in advance of the start date.

Correct Answer: C

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### QUESTION 2

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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### QUESTION 3

Your customer wants a worker to submit a medical certificate to record an absence for a long-term illness. How do you accomplish this?

- A. Manage Action Items by linking appropriate display features.
- B. Create a certification requirement using the Manage Action Items task and attach it to the absence type.
- C. Create Action Items from the Manage Absence Records task and attach it to the absence type.
- D. Create a certification requirement using the Manage Absence Certifications task and attach it to the absence type.
- E. Create a certification requirement using the Manage Action Certification Items task and attach it to the absence type.

Correct Answer: B

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### QUESTION 4

You defined a two-year rolling backward term in your qualification plan with UOM as calendar days. You set up bands that entitle workers to 50-days absence at payment percentage 100% and an additional 50 days at payment percentage 50%.

A worker took an absence for 92 days, from May 1, 2015 to July 31, 2015. The same worker schedules another absence using the same plan July 1, 2016 to July 30, 2016 for 30 days.

What is the available entitlement for this absence?

- A. 50 working days at 100 percent and the next 50 working days at 50 percent
- B. 8 working days at 100 percent
- C. 50 working days at 100 percent and the next 8 working days at 50 percent
- D. 0 working days at 100 percent and the next 0 working days at 50 percent
- E. 8 working days at 50 percent

Correct Answer: A

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### QUESTION 5

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

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