



1Z0-1047^{Q&As}

Oracle Absence Management Cloud 2019 Implementation Essentials

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QUESTION 1

You create an Incremental accrual absence plan with a Monthly Accrual Processing Period, a flat accrual rate of 2.5 hours, a waiting period of 2 months, and a vesting period of 1 month.

If a worker is found eligible for the plan as of a hire date of 01-Feb-2018, what will the Enrollment Start Date be set to on the Manage Absence Records page?

- A. 01-May-2018
- B. 01-Apr-2018
- C. 01-Mar-2018
- D. 01-Feb-2018

Correct Answer: B

QUESTION 2

Which is the parameter for limiting processing to a specific set of workers in the Evaluate Absence process?

- A. Person Rule
- B. Person Eligibility
- C. Person Selection Rule
- D. Person
- E. Person Subset

Correct Answer: D

QUESTION 3

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3) 12 May 2017	Withdrawn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

QUESTION 4

What are the tasks that you need to perform to create an absence element to integrate with HCM Cloud Payroll?

- A. Go to Manage Elements, create an absence element, complete absence detail questions, complete accrual liability and balance payment questions (only if you transfer accrual balances), complete absence payment questions, submit the element, and create element eligibility records and cost distributions and link the element to an absence plan.
- B. Go to Manage Elements, create an absence element, complete absence detail questions, complete accrual liability and balance payment questions, complete absence payment questions, submit the element, select costing type, and create element eligibility records and cost distributions.
- C. Go to Manage Elements, create an absence element, complete absence detail questions, complete accrual liability and balance payment questions, complete absence payment questions, and create element eligibility records and cost distributions.
- D. Go to Manage Elements, create an absence element, complete absence detail questions, complete accrual liability and balance payment questions, complete absence payment questions, submit the element, and create element eligibility records and cost distributions.

Correct Answer: D

QUESTION 5

Which statement is true about absence patterns?

- A. You can modify the content of an absence pattern using the task "Manage Absence Patterns".
- B. Absence patterns control the fields that appear in the Manage Absence Types setup page.
- C. "Sickness" is one of the available absence patterns.
- D. Absence patterns help visualize the trend or pattern of absence entries for a worker.

Correct Answer: B
