



1Z0-1047-20^{Q&As}

Oracle Absence Management Cloud 2020 Implementation Essentials

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QUESTION 1

What are two valid Entitlement Definition Types for the Entitlement Attributes section? (Choose two.)

- A. Qualification Date
- B. Formula
- C. Absence Start Date
- D. Absence Duration
- E. As of Event
- F. Matrix

Correct Answer: AC

QUESTION 2

A customer requires an absence that the administrator creates on behalf of an employee and can specify the condition of the sickness of that employee. In addition to that, the employee should provide a certification from a doctor for the absence. The administrator should ensure that the certification is provided on time.

Which configuration should you use to implement these requirements?

- A. 1. Create an absence type using "Generic absence" pattern.
2.
Enable administrative updates.
3.
Add reason values.
4.
Enable attachments and Reasons using Display Features.
- B. 1. Create an absence type using the "Illness/injury" pattern.
2.
Enable administrative updates.
3.
Enable Special Conditions using Display Features.
4.
Add an action item for certification.



C. 1. Create an absence type using the "Illness/injury" pattern.

2.

Enable administrative updates.

3.

Enable attachments and Special Conditions using Display Features.

D. 1. Create an absence type using the "Illness/injury" pattern.

2.

Enable administrative updates.

3.

Add reason values.

4.

Enable attachments and Reasons using Display Features.

Correct Answer: D

QUESTION 3

You run the "Evaluate absences" process for a specific employee with an effective date of 13 July 2017.

The accrual plan term begins on the 1st of January.

The employee has the following approved absence records:

1) 05 July 2017 - 14 July 2017

2) 15 July 2017 - 20 Jul 2017 3) 20 December 2017 - 01 January 2018 4) 02 February 2018 - 04 February 2018

Which absence records are re-evaluated?

A. 2

B. 1, 2, 3 and 4

C. 2 and 3

D. 2, 3 and 4

E. 1, 2 and 3

Correct Answer: C

QUESTION 4



When creating a Rate Definition to tie to an Absence Accrual Plan, what rate type category would be selected if the value needs to be retrieved from one or more payroll balances?

- A. Derived Rate
- B. Value by Criteria
- C. Element
- D. Formula
- E. None of the Above

Correct Answer: A

QUESTION 5

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 6

Which three statements about the "Selected dates" frequency are true? (Choose three.)

- A. An employee can override the time or duration of each date entered if the partial day rule is set to Unlimited for the absence type.
- B. The system defaults to time or duration according to the employee's work schedule.
- C. An employee can schedule a short or long period of absence as long as the dates are continuous.
- D. An employee can only schedule dates that are not continuous to each other.
- E. An employee can submit each date within the absence record for approval separately.
- F. An employee can determine the job or assignment where the absence belongs to.

Correct Answer: BCF

QUESTION 7



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 8

A customer wants to manually terminate the enrollment of a worker from an accrual plan.

Which option should you use from the Enrollments and Adjustments list available in the Plan Participation region in Manage Absence Records?

- A. Delete enrollment
- B. Update enrollment
- C. End enrollment
- D. Terminate enrollment

Correct Answer: A

QUESTION 9

How do you configure an absence type to allow employees to attach documents when recording absences?

- A. Attach a Certification of type "Documentation".
- B. You cannot attach documents to absence entries in self-service.
- C. Set the Display Feature "Attachments" to "Enabled".
- D. Attach an Action Item of type "Documentation".

Correct Answer: C

QUESTION 10

An employee is enrolled in the following accrual plans, both of which are linked to the same absence type:



Floating Holiday - Priority 100 - (Balance = 2 days), no negative balance allowed.

Vacation - Priority 200 - (Balance = 3 days), negative balance allowed with a limit of 2 days

Describe how a 7-day absence will be processed using this absence plan setup.

- A. Decrease Vacation balance by 3 days and Floating Holiday balance by 2 days.
- B. Decrease Floating Holiday balance by 2 days and Vacation balance by 3 days.
- C. Decrease Floating Holiday balance by 2 days and Vacation balance by 5 days.
- D. Decrease Floating Holiday balance by 2 days and Vacation balance by 2 days.
- E. Decrease Vacation balance by 5 days and Floating Holiday balance by 2 days.

Correct Answer: A

QUESTION 11

You configured a donation plan in your organization for workers to donate accrual plan balances to coworkers. But when a donation was initiated by one of the workers, the accrual plan could NOT identify the donation plan.

Which two are possible reasons the accrual plan failed to identify the donation plan? (Choose two.)

- A. You need to create donation and compensatory plans to initiate the donation.
- B. The worker receiving the donation, needing additional time off, was not enrolled to the donation plan.
- C. The unit of measure for the donation and accrual plans is different.
- D. The worker receiving the donation, needing additional time off, was not enrolled to the accrual plan.
- E. The plan limits for the donation and accrual plans are different.

Correct Answer: AB

QUESTION 12

As an administrator, you want to perform a discretionary disbursement from the vacation plan for an employee. However, when selecting the disburse balance option, you get a message "No actions available".

What is the reason for receiving this message?

- A. The administrator has no rights to perform this action.
- B. The absence plan does not have enough balance to disburse.
- C. The absence plan doesn't allow discretionary disbursements for that employee.
- D. The absence plan has no balance to disburse.
- E. The absence plan was configured not to allow discretionary disbursements.



Correct Answer: B

QUESTION 13

When an absence gets approved before its start date, what status does it change to?

- A. Saved
- B. In Progress
- C. Reviewed
- D. Accepted
- E. Completed
- F. Scheduled

Correct Answer: A

QUESTION 14

Which three types of Exceptions can be linked to a work schedule? (Choose three.)

- A. Work shifts
- B. Work patterns
- C. Resource exception
- D. Calendar event category
- E. Non working days
- F. Calendar events

Correct Answer: CEF

QUESTION 15

You have a requirement to base the accrual definition on Legal employer seniority date. The accrual will be given based on the Legal employer seniority date and will be different for varied length of service.

Which configuration meets this requirement?

- A. Define a Length of Service Derived Factor, link the Derived Factor definition to one or more rows of the Accrual Matrix on the Accrual page of an Accrual Plan.
- B. Define a Length of Service Derived Factor, link the Derived Factor definition to an Eligibility Profile, link the Eligibility Profile to the Accrual page of an Accrual Plan.



C. Define a Length of Service Derived Factor, link the Derived Factor to the Plan Attributes page of an Accrual Plan.

D. Define a Length of Service Derived Factor, link the Derived Factor definition to an Eligibility Profile, link the Eligibility Profile to the Participation page of an Accrual Plan.

Correct Answer: B

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