



1Z0-1047^{Q&As}

Oracle Absence Management Cloud 2019 Implementation Essentials

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QUESTION 1

Your customer has an absence type that is linked to an accrual plan and has "Deferred processing on initial entry" enabled.

Which ESS job will you run to ensure that the accrual plan entries are created for the absence?

- A. Evaluate Absences
- B. Update Accrual Plan Enrollments
- C. Update Accrual Plan Entries
- D. Calculate Accruals and Balances
- E. Evaluate Certification Updates

Correct Answer: A

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

Which three are true statements about Absence and Payroll integration? (Choose three.)

- A. The options available for configuration vary depending on the legislation chosen when creating absence plans.
- B. The setup required in payroll may vary depending on payroll localization.
- C. The Absence Element Template creates all of the attributes required to process absences through payroll.
- D. The options available for configuration are the same for all the legislations when creating absence plans.

Correct Answer: ABC



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 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 6

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

QUESTION 7

Which are the types of Derived Factors that can be set up?

- A. Age, Length of Service, Age and Service, Compensation, Hours Worked, and Full-Time Equivalent
- B. Age, Length of Service, Service, Salary, Hours Worked, and Work Category
- C. Age, Length of Service, Service, Compensation, Hours, and Full-Time Equivalent
- D. Age, Length of Service, Age and Service, Compensation, Hours Worked, and Work Category
- E. Age, Length of Service, Age and Service, Salary, Hours Worked, and Work Category

Correct Answer: A

QUESTION 8

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 9

When setting the expiration details for a Compensatory Plan, which of the following is a valid option?

- A. Employee Termination
- B. Worked Period
- C. Ongoing



D. End of Acquisition Week

Correct Answer: D

QUESTION 10

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 11

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 12

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

QUESTION 13

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 14

What type of qualification plan term should you use in order for the plan term to equal the start and end dates of the scheduled absence?

- A. Absence Duration
- B. Rolling Backward
- C. Rolling Forward
- D. No Plan Term
- E. Calendar Year

Correct Answer: C

QUESTION 15

Which statement describes the function of a documentation certification?

- A. It provides a method for managers to forward employee forms to administrators.
- B. It provides a method for employees to provide doctors' notes and other forms to managers.
- C. It monitors planned return to work and reinstatement of employment.



D. It tracks receipt of documentation and related due dates by administrators.

Correct Answer: B

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