

# 1Z0-1047-20<sup>Q&As</sup>

Oracle Absence Management Cloud 2020 Implementation Essentials

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**QUESTION 1**

If you want to modify the workers' payments when a certification requirement has passed its due date, what three rules can you select when you create the absence certification? (Choose three.)

- A. Adjust
- B. Revise
- C. Recalculate
- D. Retract
- E. Override
- F. Stop Payments

Correct Answer: CDE

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**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

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**QUESTION 3**

Which three rules can be configured when you create a donation absence plan in accordance with leave policy of your enterprise? (Choose three.)

- A. Disbursement
- B. Vesting Period
- C. Balance Updates
- D. Unit of Measure
- E. Balance Transfers

Correct Answer: ACD

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#### QUESTION 4

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

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#### QUESTION 5

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

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