

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

Oracle Absence Management Cloud 2020 Implementation Essentials

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QUESTION 1

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 2

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 3

Which two overlap rules are available when selecting a rolling forward or rolling backward term type? (Choose two.)

- A. Ignore
- B. None
- C. Exclude
- D. Split

E. Formula

Correct Answer: CD

QUESTION 4

After running the calculate accrual process, you notice that 100 employees\' balances have not been updated despite the process running to a successful status. Your customer has requested that the process should fail if any employees are in error.

What absence batch parameter should you decrease to achieve this requirement? (Choose three.)

- A. Thread Count
- B. Errors
- C. Chunk Size
- D. Maximum Errors
- E. Minimum Errors
- F. Thread Size
- G. Total Threads

Correct Answer: ACF

QUESTION 5

You configure a Holiday absence type with the "Insufficient Balance Enforcement" rule set to Not Enabled for administrative transactions and you associate it with an absence plan that has "Allow Negative Balance?" set to No.

Which outcome would occur if an administrator submits a Holiday with an absence type duration of 15 days for an employee who has only 10 days of balance left?

- A. The absence errors out with error message "ANC-3405052: The absence plan and absence type must have compatible balance enforcement rules."
- B. The absence submits successfully and 10 days are deducted from the absence plan balance.
- C. The absence errors out with the error message "ANC-3405002: You cannot record this absence because your balance will fall below the configured minimum for this type of absence."
- D. The absence errors out with error message "ANC-3405096: The selected plan does not have sufficient balance to complete the transaction."
- E. The absence submits successfully and 10 days are deducted from the absence plan balance.

Correct Answer: C

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