

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

Oracle Absence Management Cloud 2019 Implementation Essentials

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### QUESTION 1

Which two statements are true regarding absence entry if an employee is assigned an Elapsed work schedule?  
(Choose two.)

- A. You can record only one absence on a day.
- B. The employee enters the start date and end date and the system will auto generate the start and end date duration based on the schedule.
- C. The employee enters the start date and end date and the system will auto generate the start and end times based on the schedule.
- D. You cannot record an absence in Calendar Days.
- E. The employee enters an absence for one day, the system auto generates the duration but duration can be changed to report a partial day absence.

Correct Answer: BE

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### QUESTION 2

An employee is enrolled into a plan on a future date 01-Jan-2090. HR searches for the employee on a date earlier than 01-Jan-2090 as a result of which the enrollment does not appear by default (because the status is Inactive). HR goes ahead and tries to add a new enrollment to the same plan as of current date.

What is the result of this action assuming accrual has not been run for the old enrollment?

- A. This results in two enrollments.
- B. The plan is not available in the drop-down menu for adding new enrollment.
- C. This results in one enrollment with the new enrollment start date.
- D. The system throws an error saying an enrollment already exists.

Correct Answer: A

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### QUESTION 3

What type of absence plan allows you to configure entitlements and payment percentages at different levels?

- A. Accrual
- B. No Entitlement
- C. Qualification
- D. Certificate
- E. Paid Time Off

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Correct Answer: C

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#### QUESTION 4

Which are the different types of absence plans available?

- A. Holiday Plan, Illness Plan, Qualification, No Entitlement
- B. Agreement Plan, Accrual Plan, Qualification Plan, Donation Plan, Compensatory and No Entitlement Plan
- C. Accrual Plan, Holiday Plan, Qualification Plan, Donation Plan, Compensatory and No Entitlement Plan
- D. Holiday Plan, Sickness Plan, and Maternity Plan
- E. Agreement Plan, Accrual Plan, Qualification Plan, Shared Leave, Compensatory and No Entitlement Plan

Correct Answer: D

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#### QUESTION 5

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

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