

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

Oracle Absence Management Cloud 2020 Implementation Essentials

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QUESTION 1

Your client wants only those employees who have completed one year of service to be eligible for an absence type.

Which two configurations should you perform so that employees will not see this absence type until they are eligible? (Choose two.)

- A. Use the Hire date option that is available in the Eligibility Profile under employment.
- B. Set the Waiting Period field on the Participation page to one year from the Enrollment Start Date.
- C. Create a derived factor of Type Length of service (by checking the length of service for one year), and call this derived factor in the Eligibility profile on the participation page.
- D. Set the Vesting Rule, duration and UOM on the Accrual Attributes page to .Elapsed Period, 1, Years.

Correct Answer: AC

QUESTION 2

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 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

A customer has the following absence records:

Absence Dates	Absence Status
1) 01 April 2017 to 05 April 2017	Submitted
2) 06 May 2017	Submitted
3) 12 May 2017	Withdrawn
4) 19 July 2017	Awaiting approval
5) 20 August 2017 to 28 August 2017	Submitted
6) 30 August 2017	Saved

You run the "Evaluate Absence" process with an effective date of 07 April 2017.

Which absences will be processed?

- A. 1, 2, 4, 5
- B. 1, 4, 5
- C. 2, 4, 5, 6
- D. 2, 4, 5
- E. 4, 5
- F. 2, 3, 4, 5, 6

Correct Answer: A

QUESTION 5

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

QUESTION 6

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 7

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 8

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

QUESTION 9

You created an absence plan that allows negative balance and set the carryover rule to Flat Amount = 5 days.

Employee X has 10 days of entitlement left at the end of the leave year. Employee Y has -5 days of entitlement left at the end of the leave year.

How much balance would employees X and Y carry over into the new leave year?

- A. Y carries 0 days and X carries -5 days.
- B. X carries 10 days and Y carries 0 days.
- C. X carries 5 days and Y carries 5 days.
- D. X carries 5 days and Y carries -5 days.
- E. X carries 5 days and Y carries 0 days.

Correct Answer: D

QUESTION 10

What is the purpose of an eligibility profile on a certification definition?

- A. to allow overrides of a payment percentage for eligible employees
- B. to prevent payment of qualified entitlements to ineligible employees
- C. to limit the types of employees who have the certification auto-generated when an absence is created
- D. to determine plan eligibility

Correct Answer: D

QUESTION 11

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 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

A worker is scheduled to work from Monday to Friday. As an HR administrator, you receive a call from the worker on Friday evening 16-Jun-2017, that they are on vacation from 17-Jun-2017 (Saturday) and will be back at work on 26-Jun-2017 (Monday). The absence type for vacation has no duration formula or plans attached and the duration is measured in Days. There is a calendar exception on 23-Jun-2017 (Friday).

What should be the start date, end date, and the duration of this absence record if the "Schedule nonworking days" is set to "Not enabled"?

- A. Start Date: 17-Jun-2017 End Date: 25-Jun-2017 Duration: 9
- B. Start Date: 17-Jun-2017 End Date: 25-Jun-2017 Duration: 8
- C. Start Date: 19-Jun-2017 End Date: 22-Jun-2017 Duration: 4

D. Start Date: 17-Jun-2017 End Date: 26-Jun-2017 Duration: 10

E. Start Date: 19-Jun-2017 End Date: 25-Jun-2017 Duration: 4

F. Start Date: 19-Jun-2017 End Date: 26-Jun-2017 Duration: 5

Correct Answer: A

QUESTION 14

You want to implement public holidays and would like to avoid having to change the work schedule if a public holiday is added or changed.

How do you achieve this?

A. Create Calendar Events and assign them as exceptions within the work schedule.

B. Create Calendar Events with Public Holiday as category and assign that calendar event category as an exception within the work schedule.

C. Create Resource Exceptions and assign them within the schedule.

D. Create Calendar Events with Public Holiday as category and assign each of them as exceptions within the work schedule.

E. Create Calendar Events as Resource Exceptions and assign them within the work schedule.

Correct Answer: B

QUESTION 15

Which two are valid qualification plan term types? (Choose two.)

A. Formula

B. Calendar Year

C. Anniversary

D. Rolling Forward

E. Absence Period

Correct Answer: BD

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