Oracle

Exam Questions 1z0-1011

Oracle Absence Management Cloud 2018 Implementation Essentials

NEW QUESTION 1
Which three are true statements about Absence and Payroll integration?

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

Answer: ABC

NEW QUESTION 2
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: 19-Jun-2017End Date: 22-Jun-2017Duration: 4
B. Start Date: 17-Jun-2017End Date: 25-Jun-2017Duration: 8
C. Start Date: 19-Jun-2017End Date: 25-Jun-2017Duration: 4
D. Start Date: 17-Jun-2017End Date: 26-Jun-2017Duration: 10
E. Start Date: 19-Jun-2017End Date: 26-Jun-2017Duration: 5
F. Start Date: 17-Jun-2017End Date: 25-Jun-2017Duration: 9

Answer: E

NEW QUESTION 3
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:
SequenceDurationPayment Percentage
1.)10 days100%
2.)10 days50%
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 4-day absence will be booked at 50% pay and the current 10-day absence will be booked at 100% pay.
B. The 4-day absence will remain at 100% pay and the current 10-day absence will also be booked at 100% pay.
C. The system will not allow absence to be recorded due to insufficient entitlement balance.
D. 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.

Answer: D

NEW QUESTION 4
You have an absence plan that has mistakenly run for the following leave year for all employees. The absence leave year runs from January the 1st. The current balance calculation date is 31 January 2018 and you want to roll it back to the 31 December 2017.
What date should you enter in the Effective Date parameter for the Withdraw Accruals and Balances process to achieve this?

A. 30 January 2018
B. 30 December 2017
C. 31 December 2018
D. 01 December 2017
E. 31 January 2018

Answer: A

NEW QUESTION 5
Your customer has a requirement that if the employee raises an absence request, it will go to the Line Manager for approval, whereas if anyone other than the employee raises an absence request, it should go to the Department Head (AOR) for approval.
How will you set up these rules?

A. You will create two rules as follows:absencesApproalsRequest.createdBy != absencesApprovalsRequest.empUserIdabsencesApprovalsRequest.createdBy = absencesApprovalsRequest.empUserId
B. You will create two rules as follows:getRepresentativeList.personId != getRepresentativeList.personIdgetRepresentativeList.personId = getRepresentativeList.personId
C. You will create two rules as follows:(getRepresentativeList.assignmentId ! = getRepresentativeList.assignmentId)(getRepresentativeList.assignmentId = getRepresentativeList.assignmentId)
D. You will create two rules as follows:(getRequestorInformationByUserNameResponse.businessUnit!=getRequestorInformationByUserNameResponse.businessUnit)(getRequestorInformationByUserNa meResponse.businessUnit !=getRequestorInformationByUserNameResponse.businessUnit)

Answer: A

NEW QUESTION 6
Which four statements about discretionary balance disbursements are false?

A. After you perform a balance disbursement, it goes through approval.
B. Employees can perform balance disbursements through self-service.
C. You can perform balance disbursements for accrual plans only.

D. Managers can perform balance disbursements through self-service.
E. Administrators can perform balance disbursements through administrative tasks.
F. You can perform balance disbursements for all types of absence plan

Answer: ABCD

NEW QUESTION 7
Which three statements about the "Selected dates" frequency are true?

A. An employee can schedule a short or long period of absence as long as the dates are continuous.
B. An employee can submit each date within the absence record for approval separately.
C. An employee can only schedule dates that are not continuous to each other.
D. The system defaults to time or duration according to the employee's work schedule.
E. An employee can override the time or duration of each date entered if the partial day rule is set to Unlimited for the absence type.
F. An employee can determine the job or assignment where the absence belongs t

Answer: ADF

NEW QUESTION 8
An employee who works 9-5 submits 8 hours for a Holiday absence and you notice that 8 is calculated at the absence type level but only 6 hours are deducted from the plan despite the employee having 10 hours available to use.
Which formula type should you attach the logs to in order to determine why only six hours are being deducted from the plan?

A. Global Absence Plan Use Rate
B. Global Absence Type Duration
C. Global Absence Entry Validation
D. Global Absence Proration
E. Global Absence Plan Duration

Answer: C

NEW QUESTION 9
Which four components can be linked to an absence type when editing an absence type?

A. Absence reasons
B. Absence categories
C. Eligibility profiles
D. Absence certifications
E. Absence elements
F. Absence plans

Answer: ABDF

NEW QUESTION 10
You defined a two-year rolling backward term in your qualification plan with UOM as calendar days. You set up bands that entitle workers to 50-days absence at payment percentage 100% and an additional 50 days at payment percentage 50%.
A worker took an absence for 92 days, from May 1, 2015 to July 31, 2015. The same worker schedules another absence using the same plan July 1, 2016 to July 30, 2016 for 30 days. What is the available entitlement for this absence?

A. 50 working days at 100 percent and the next 8 working days at 50 percent
B. 8 working days at 50 percent
C. 0 working days at 100 percent and the next 0 working days at 50 percent
D. 50 working days at 100 percent and the next 50 working days at 50 percent
E. 8 working days at 100 percent

Answer: D

NEW QUESTION 10
You configured an eligibility profile with the following selections:
- **Person Type**: "Regular Employee" and "Summer Intern"
- **Gender**: "Male"
- **Legal Entity**: "LE1"

Select two employees who will be eligible for this absence.

A. Employee 3:Person Type: Summer InternGender: FemaleLegal entity: LE2
B. Employee 2:Person Type: Regular EmployeeGender: MaleLegal entity: LE1
C. Employee 1:Person Type: Regular EmployeeGender: BlankLegal entity: LE1
D. Employee 4:Person Type: Summer InternGender: MaleLegal entity: LE1

Answer: BD

NEW QUESTION 14
Which are the types of Derived Factors that can be set up?

A. Age, Length of Service, Service, Compensation, Hours, and Full-Time Equivalent
B. Age, Length of Service, Age and Service, Compensations, Hours Worked and Work Category

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

Answer: E

NEW QUESTION 19
A customer loaded the initial accrual balances using HDL. After the completion of this task, the accrual balances are not visible in the Plan Participation region.
What should the customer do next so that the accrual balances are displayed in the Plan Participation region in Manage Absence Records?

A. Run the "Calculate Accruals and Balances" process.
B. Set the "Qualified Entitlements" display feature to "Enabled".
C. Set the "Projected Balances" display feature to "Enabled".
D. Run the "Evaluate Absences" proces

Answer: A

NEW QUESTION 23
Your client would like attachments to be sent along with email notifications. How should you configure this in system?

A. You have to enable it from BPM under Notifications tab by checking Send task attachments with email notifications.
B. You have to enable it from BPM under Notifications by checking Make notifications secure (exclude details).
C. You have to enable it from BPM under Configuration tab by checking Attach business objects with task email notifications.
D. This is a seeded functionality of absence approval workflo

Answer: A

NEW QUESTION 26
An absence type with UoM Days and a Conversion formula is linked to an accrual plan with UoM Days and a Conversion formula. An employee who has a work schedule attached at the Legal Employer level and at the Assignment level records an absence.
How is absence entry duration calculated?

A. based on the conversation formula assigned to the absence type
B. based on the conversion formula assigned to the absence plan
C. based on the work schedule assigned at the Assignment level
D. based on the work schedule assigned at the Legal Employer level
E. the difference in number of days between the absence start and end dates

Answer: B

NEW QUESTION 28
What action can you not perform when working with certifications of the "Documentation" classification?

A. storing multiple attachments
B. reevaluating entitlement
C. marking a certification as overdue
D. creating the certification automatically

Answer: A

NEW QUESTION 30
You create an Incremental accrual absence plan with a Monthly Accrual Processing Period, a flat accrual rate of 2.5 hours, a waiting period of 2 months, and a vesting period of 1 month.
How much accrual will be available to an employee for use two months after he or she has been enrolled into the accrual plan?

A. 2.5
B. 10
C. 7.5
D. 5

Answer: D

NEW QUESTION 34
Your customer has a rule for Maternity entitlements according to which the qualification date is on the absence start date if actual dates are entered or if it is not entered, then the qualification date needs to be the event date (actual if available, or else, the planned date).
Which formula should you use in the absence plan setup to achieve this?

A. Global Absence Plan Roll Backward End
B. Global Absence Plan Enrollment Start Date
C. Global Absence Plan Duration
D. Global Absence Plan Use Rate
E. Global Absence Band Entitlement

Answer: D

NEW QUESTION 39

What are two valid Entitlement Definition Types for the Entitlement Attributes section?

A. Absence Duration
B. Formula
C. Matrix
D. Absence Start Date
E. As of Event
F. Qualification Date

Answer: DF

NEW QUESTION 41
Your customer has many absence entries in the system that they want to withdraw using HDL. Which command should you pass in the load file to withdraw all of these entries?

A. DELETE
B. CREATE
C. UPDATE
D. MERGE
E. WITHDRAW

Answer: E

NEW QUESTION 46
Your absence entry validation formula keeps failing when you try to submit an absence due to a problem with the formula and, therefore, you are not able to submit the absence.
Which two methods should you use to debug the validation formula?

A. 1) Submit the absence2) Run the "Evaluate Absence" process for the particular absence with the "Include trace statements in audit log" option enabled.
B. 1) Remove the validation formula2) Submit the absence.3) Edit the validation formula and add debug messages using ESS_LOG_WRITE.4) Add the validation formula back to the absence type and run the "Evaluate Absence" process for the particular absence with the "Include trace statements in audit log" option enabled.
C. 1) Add debug messages to a local variable in the formula.2) Assign the value of the local variable to the return variable ERROR_MESSAGE.3) Submit the absence to view the error message with the debug messages.
D. 1) Remove the validation formula.2) Submit the absence.3) Run the "Evaluate Absence" process for the particular absence with the "Include trace statements in audit log" option enabled.

Answer: AC

NEW QUESTION 49
Which three types of Exceptions can be linked to a work schedule?

A. Calendar events
B. Non-working days
C. Work shifts
D. Work patterns
E. Calendar event category
F. Resource exception

Answer: ABF

NEW QUESTION 53
You selected the "Evaluate remaining entitlement without absence record" check box on the Participation tab of the Create Absence Plan page for a qualification plan whose term is Calendar Year. This enables HR specialists to .

A. view complete qualification plan entitlement details defined for a worker, even without an absence record.
B. view partial plan entitlements when a worker applies for multiple absences and all of the absences fall in the same payment percentage
C. view partial plan entitlements when a worker applies for multiple absences and all of the absences fall in different payment percentages
D. view partial plan entitlements when a worker applies for only a single absence for the plan

Answer: A

NEW QUESTION 56
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 employee is in error.
What absence batch parameter should you decrease to achieve this requirement?

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

Answer: BCD

NEW QUESTION 57
Identify three adjustment types that can be avoided via the administrative task Update Balance Details.

A. Final disbursement
B. Transferred balance
C. Other adjustments
D. Carryover
E. Periodic accruals
F. Discretionary disbursement

Answer: CEF

NEW QUESTION 62
Select two correct return variables for the Global Absence Plan Entitlement formula.

A. BAND1QUALIFICATION
B. BAND1ENTITLEMENT
C. BAND1PAYFACTOR
D. BAND1PAYPERCENTAGE

Answer: AD

NEW QUESTION 64
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