



**Oracle**

**Exam Questions 1z0-1047**

Oracle Absence Management Cloud 2019 Implementation Essentials

### NEW QUESTION 1

Which statement is true about absence patterns?

- A. You can modify the content of an absence pattern using the task "Manage Absence Patterns."
- B. Absence patterns help to visualize the trend or pattern of absence entries for a worker.
- C. Absence patterns control the fields that appear in the Manage Absence Types setup page.
- D. "Sickness" is one of the available absence patterns.

**Answer:** C

#### Explanation:

Reference:

<https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update17d/fauam/absence-types-reasons-and-categories.html#FAUAM1075875>

### NEW QUESTION 2

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 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

Your customer wants a certification that will be due 10 calendar days after start date of the absence.

The customer also wants to change a worker's entitlement to 50% of pay as of the absence start date when the certification requirement has passed its due date.

When the worker completes the requirement, the customer wants the system to recalculate the entitlements from the absence start date.

How do you meet this requirement?

- A. 1. Define an absence certification with Classification of Entitlement as follows:1. Configure Creation: Trigger on absence submit2. Configure Passage of Due Date with following values: Due Date Rule "Calculate Date";Reference Date "Absence Start Date"; Duration "10"; UoM "Calendar days"; EntitlementReevaluation Rule "As of Absence Start Date"; Entitlement Update Rule "Override;Revised Payment Percentage "50"3. Configure Confirmation with following values: Entitlement Reevaluation Rule "As of Absence Start Date"; Entitlement Update Rule "Override"2. Associate the defined certification requirements with the Absent Type.
- B. 1. Define an absence certification with Classification of Entitlement as follows:1. Configure Creation: Trigger on absence submit2. Configure Passage of Due Date with following values: Due Date Rule "Calculate Date";Reference Date "Absence Start Date"; Duration "10"; UoM "Calendar days"; EntitlementReevaluation Rule "As of Absence Start Date"; Entitlement Update Rule "Override;Revised Payment Percentage "50"3. Configure Expiration with following values: Entitlement Reevaluation Rule "As of Absence Start Date"; Entitlement Update Rule "Recalculate"2. Associate the defined certification requirements with the Absence Type.
- C. 1. Define an absence certification with Classification of Entitlement as follows:1. Configure Creation: Trigger on absence submit2. Configure Passage of Due Date with following values: Due Date Rule "Calculate Date";Reference Date "Absence Start Date"; Duration "10"; UoM "Calendar days"; EntitlementReevaluation Rule "As of Absence Start Date"; Entitlement Update Rule "Override;Revised Payment Percentage "50"3. Configure Confirmation with following values: Entitlement Reevaluation Rule "As of Absence Start Date"; Entitlement Update Rule "Recalculate"2. Associate the defined certification requirements with the Absent Plan.
- D. 1. Define an absence certification with Classification of Entitlement as follows:1. Configure Creation: Trigger on absence submit2. Configure Passage of Due Date with following values: Due Date Rule "Calculate Date";Reference Date "Absence Start Date"; Duration "10"; UoM "Calendar days"; EntitlementReevaluation Rule "As of Absence Start Date"; Entitlement Update Rule "Override;Revised Payment Percentage "50"3. Configure Confirmation with following values: Entitlement Reevaluation Rule "As of Absence Start Date"; Entitlement Update Rule "Recalculate"2. Associate the defined certification requirements with the Absent Type.

**Answer:** C

### NEW QUESTION 5

Which statement is true regarding absence workflow?

- A. The same workflow configuration is applicable for an entire organization.
- B. Workflow configurations are associated with legal entities.
- C. Workflow configurations are associated with legislative data groups.
- D. Workflow configurations are associated with legislation.

**Answer:** C

#### NEW QUESTION 6

Your client wants only those employees who have completed one year of service to be eligible for an absence type. Which three configurations should you perform so that employees will not see this absence type until they are eligible?

- A. Write a custom Participant and Rate Eligibility fast formula and check the length of service of employees in the formul
- B. If they are eligible, then return eligible.
- C. Write a custom Absence Validation fast formula and not allow employees to apply for leave if their length of service is less than 1 year.
- D. Use the Hire date option that is available in the Eligibility Profile under employment.
- E. 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.

**Answer:** ACD

#### NEW QUESTION 7

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 plans.

**Answer:** ABCD

#### NEW QUESTION 8

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 to.

**Answer:** ADF

#### NEW QUESTION 9

When assigning work schedules via Manage Work Schedule Assignment Administration task, which level has the highest priority and which level the lowest?

- A. Highest > Assignment; Lowest > Legal Employer
- B. Highest > Assignment; Lowest > Enterprise
- C. Highest > Person; Lowest > Enterprise
- D. Highest > Legal Employer; Lowest > Person

**Answer:** D

#### NEW QUESTION 10

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 10

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 12

Which three statements are correct about absence reasons?

- A. They are used for grouping of absences.

- B. The same reason can be associated with multiple absence types.
- C. They are linked to a country.
- D. A default value is associated with the absence type.
- E. They can only be entered by the employee submitting the absence.
- F. They are an optional attribute of an absence.

**Answer:** BDE

#### NEW QUESTION 15

How do you set up varied payment percentages for an absence period for workers, based on the length of service for a qualification absence plan?

- A. Configure payroll formula to determine the payment percentage for the qualification band level.
- B. Use eligibility profiles to control the payment percentage that workers are eligible to in a plan.
- C. Payment percentages cannot vary between workers in the same plan.
- D. Specify the payment percentages in the Qualification Band Matrix and Qualification Details.

**Answer:** A

#### NEW QUESTION 18

You want to create an absence type that can be entered only by administrators. It has two plans that will cascade (that is, after the balance of one consumed, then the balance of the second plan is consumed) and several valid reasons which the administrator can add when recording the absence. How should you configure this absence type?

- A. Enable administrative updates, add two plans with priority, add reason values, and select "Display only" for the Reason field under administrative transaction.
- B. Enable administrative updates and employee updates, add two plans without priority, add reason values, and select "Display and edit" for the Reason field under administrative transaction.
- C. Enable administrative updates, add two plans with priority, add reason values, and select "Display and edit" for the Reason field under administrative transaction.
- D. Enable administrative updates and manager updates, add two plans with priority, add reason values, and select "Display and edit" for the Reason field under administrative transaction.

**Answer:** C

#### NEW QUESTION 21

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 25

Your client has a requirement that only Employees with user person type as "Regular Employee" are eligible for absence plan. Which two options are applicable?

- A. Write a fast formula of type Global Absence Entry Validation and get user person type from this formula.
- B. Create a Participant eligibility profile and select User person type from Person Type under Personal.
- C. Write a fast formula of type Participant and Rate Eligibility, get user person type from this formula, and attach this formula to an eligibility profile.
- D. Create a Participant eligibility profile and select User person type from Person Type under Employment.

**Answer:** AD

#### NEW QUESTION 26

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 31

You create a semi-monthly repeating period with a sample start date of 15-June-2017. Which option contains the first two complete periods from 15-June-2017?

- A. 1) 15-June-2017 to 28-June-2017 2) 29-June-2017 to 13-July-2017
- B. 1) 30-June-2017 to 14-July-2017 2) 15-July-2017 to 30-July-2017

- C. 1) 15-June-2017 to 28-June-2017 2) 29-June-2017 to 12-July-2017  
D. 1) 30-June-2017 to 13-July-2017 2) 14-July-2017 to 29-July-2017  
E. 1) 15-June-2017 to 29-June-2017 2) 30-June-2017 to 14-July-2017

**Answer:** A

#### NEW QUESTION 32

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" process.

**Answer:** A

#### NEW QUESTION 37

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. Terminate enrollment  
B. End enrollment  
C. Delete enrollment  
D. Update enrollment

**Answer:** C

#### NEW QUESTION 42

An employee has the following three absence entries.

5 January 2018 to 07 January 2018

14 June 2018 to 16 June 2018

23 Nov 2018 to 25 Nov 2018

If the employee is chosen in the Person parameter of the Evaluate Absences job and the Effective Date parameter is 15 June 2018, then which of the absence entries would appear in the Absence drop-down menu?

- A. 23 Nov 2018 to 25 Nov 2018  
B. all the three absence entries  
C. 14 June 2018 to 16 June 2018  
D. 14 June 2018 to 16 June 2018 and 23 Nov 2018 to 25 Nov 2018  
E. none of the absence entries

**Answer:** A

#### NEW QUESTION 47

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. Write partial period fast formula that enrolls the employee only after six months from hire date.  
C. Create a plan having a Waiting Period with UOM as Months and duration as 6.  
D. 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.

**Answer:** B

#### NEW QUESTION 48

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 workflow.

**Answer:** A

#### NEW QUESTION 50

You have a requirement to create a derived factor based on the Legal employer seniority date. The

accrual will be given based on the Legal employer seniority date and will be different for varied length of service.

Which date will you choose?

- A. "Date of Hire" under Period start date Rule  
B. "Adjusted Service Date" under Period start date Rule  
C. "Original Hire Date" under Period start date Rule  
D. "Adjusted Service Date" under Determination Rule

**Answer:** A

**NEW QUESTION 54**

Which two statements are true regarding absence qualification plans?

- A. They perform enrollments automatically during hiring.
- B. They determine entitlements that employees are eligible for.
- C. They calculate entitlement usages when an absence is recorded.
- D. Employees are enrolled into plans when the Update Accrual Plan Enrollments process is run.

**Answer:** BC

**NEW QUESTION 56**

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 60**

Your customer wants to track overdue certifications of a Business Unit in a specific Legislative Data Group. As an absence administrator, how do you accomplish this?

- A. Run the Reprocess Certifications process with an effective date, BU, and LDG as parameters.
- B. Run the Evaluate Certification Updates process with an effective date, BU, and LDG as parameters.
- C. Run the Evaluate Absences process with an effective date, BU, and LDG as parameters.
- D. Run the Update Action Items process with an effective date, BU, and LDG as parameters.

**Answer:** B

**NEW QUESTION 61**

.....

## Thank You for Trying Our Product

### We offer two products:

1st - We have Practice Tests Software with Actual Exam Questions

2nd - Questions and Answers in PDF Format

### 1z0-1047 Practice Exam Features:

- \* 1z0-1047 Questions and Answers Updated Frequently
- \* 1z0-1047 Practice Questions Verified by Expert Senior Certified Staff
- \* 1z0-1047 Most Realistic Questions that Guarantee you a Pass on Your FirstTry
- \* 1z0-1047 Practice Test Questions in Multiple Choice Formats and Updatesfor 1 Year

**100% Actual & Verified — Instant Download, Please Click**  
**[Order The 1z0-1047 Practice Test Here](#)**