

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

Oracle Absence Management Cloud 2020 Implementation Essentials

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QUESTION 1

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.

What does this enable HR specialists to do?

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

Correct Answer: C

QUESTION 2

You configured an eligibility profile with the following selections:

Person Type: "Regular Employee" and "Associate" Gender: "Male"

Legal Entity: "LE1"

Job Function: "Managerial"

Which two employees will be eligible for this absence? (Choose two.)

- A. Employee 4: Person Type: Associate Gender: Male Legal entity: LE1 Job Function: Managerial
- B. Employee 1: Person Type: Regular Employee Gender: Blank Legal entity: LE1 Job Function: Managerial
- C. Employee 3: Person Type: Associate Gender: Male Legal entity: LE2 Job Function: Blank
- D. Employee 2: Person Type: Regular Employee Gender: Male Legal entity: LE1 Job Function: Managerial

Correct Answer: AD

QUESTION 3

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) 15-June-2017 to 29-June-2017 2) 30-June-2017 to 14-July-2017
- C. 1) 30-June-2017 to 13-July-2017 2) 14-July-2017 to 29-July-2017

D. 1) 30-June-2017 to 14-July-2017 2) 15-July-2017 to 30-July-2017

E. 1) 15-June-2017 to 28-June-2017 2) 29-June-2017 to 12-July-2017

Correct Answer: A

QUESTION 4

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 is 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 and employee updates, add two plans without priority, add reason values, and select "Display and edit" for the Reason field under administrative transaction.

B. 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.

C. Enable administrative updates, add two plans with priority, add reason values, and select "Display only" for the Reason field under administrative transaction.

D. Enable administrative updates, add two plans with priority, add reason values, and select "Display and edit" for the Reason field under administrative transaction.

Correct Answer: D

QUESTION 5

Your customer has an absence type that is linked to an accrual plan and has "Deferred processing on initial entry" enabled.

Which ESS job will you run to ensure that the accrual plan entries are created for the absence?

A. Evaluate Absences

B. Update Accrual Plan Enrollments

C. Update Accrual Plan Entries

D. Calculate Accruals and Balances

E. Evaluate Certification Updates

Correct Answer: A

QUESTION 6

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

Correct Answer: C

QUESTION 7

What are the tasks that you need to perform to create an absence element to integrate with HCM Cloud Payroll?

- A. Go to Manage Elements, create an absence element, complete absence detail questions, complete accrual liability and balance payment questions (only if you transfer accrual balances), complete absence payment questions, submit the element, and create element eligibility records and cost distributions and link the element to an absence plan.
- B. Go to Manage Elements, create an absence element, complete absence detail questions, complete accrual liability and balance payment questions, complete absence payment questions, submit the element, select costing type, and create element eligibility records and cost distributions.
- C. Go to Manage Elements, create an absence element, complete absence detail questions, complete accrual liability and balance payment questions, complete absence payment questions, and create element eligibility records and cost distributions.
- D. Go to Manage Elements, create an absence element, complete absence detail questions, complete accrual liability and balance payment questions, complete absence payment questions, submit the element, and create element eligibility records and cost distributions.

Correct Answer: D

QUESTION 8

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 9

Which three statements about the "Selected dates" frequency are true? (Choose three.)

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

Correct Answer: BCF

QUESTION 10

Which is the parameter for limiting processing to a specific set of workers in the Evaluate Absence process?

- A. Person Rule
- B. Person Eligibility
- C. Person Selection Rule
- D. Person
- E. Person Subset

Correct Answer: D

QUESTION 11

When creating a Rate Definition to tie to an Absence Accrual Plan, what rate type category would be selected if the value needs to be retrieved from one or more payroll balances?

- A. Derived Rate
- B. Value by Criteria
- C. Element
- D. Formula
- E. None of the Above

Correct Answer: A

QUESTION 12

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 13

When setting the expiration details for a Compensatory Plan, which of the following is a valid option?

A. Employee Termination

B. Worked Period

C. Ongoing

D. End of Acquisition Week

Correct Answer: D

QUESTION 14

When an absence gets approved before its start date, what status does it change to?

A. Saved

B. In Progress

C. Reviewed

D. Accepted

E. Completed

F. Scheduled

Correct Answer: A

QUESTION 15

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

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