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Oracle Absence Management Cloud 2020 Implementation Essentials

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QUESTION 1

A customer requires that their employees enter their vacation/holiday with some period restrictions: the absence record can be entered only 3 months before the system day and 2 months in advance based on system day. Administrators and managers entering the vacation on behalf of employees won't have this restriction.

Which configuration should you use to implement these requirements?

- A. 1) Create an absence type using a generic pattern. 2) Enable administrative, manager, and employee updates. 3) Define Absence start date validation according to the requirements. 4) Enable Absence start date validation for employee self-service transaction.
- B. 1) Create an absence type using a generic pattern. 2) Enable administrative, manager, and employee updates. 3) Define Absence start date validation according to the requirements. 4) Enable Absence start date validation for employees, managers, and administrators.
- C. 1) Create an absence type using a generic pattern. 2) Enable administrative, manager, and employee updates. 3) Create an eligibility formula with the logic required and add it to the absence type.
- D. 1) Create an absence type using a generic pattern. 2) Enable administrative and employee updates. 3) Create an eligibility formula with the logic required and add it to the absence type.

Correct Answer: A

QUESTION 2

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

Correct Answer: A

QUESTION 3

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 4

You will be integrating Absence Management with Fusion Payroll.

What should you set up in Absences to implement this?

- A. Within the Absence Plan, select the "discretionary disbursements of accrual balance" check box and define the rate rules for Disbursement. Select the "Transfer absence payment information for payroll processing" check box.
- B. Within the Absence Plan, select the "Transfer absence payment information for payroll processing" check box and define the Element use for this integration.
- C. Within the Absence Type, select and add an Absence Plan, and enable display features for the "Transfer absence payment information for payroll processing" and define the Element use for this integration.
- D. Within the Absence Plan, define all the rate rules for Absence Payment, Final Balance Payment, Disbursement, and Liability booking.

Correct Answer: B

QUESTION 5

Which two statements are true regarding absence qualification plans? (Choose two.)

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

Correct Answer: BD

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 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 8

A customer created a public holiday on the 25-Dec-2018 (Tuesday) and assigned it to a geography to which an employee belongs to. However, the employee does not have a work schedule assigned. The employee records an absence from 24-Dec-2018 (Monday) to 26-Dec-2018 (Wednesday) using an absence type that measures duration in Days.

What will be the duration of the absence recorded?

- A. 2
- B. 4
- C. 3

D. Absence cannot be recorded without a work schedule.

E. 1

Correct Answer: A

QUESTION 9

Which four components can be linked to an absence type when editing an absence type? (Choose four.)

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

Correct Answer: ABCD

QUESTION 10

Which two statements are correct about absence types? (Choose two.)

- A. Define absence payment information to transfer for payroll processing.
- B. Define waiting period for newly enrolled workers.
- C. Determine the type of adjustments Human Resources specialists can make during maintenance of absence records.
- D. Control the appearance of user interfaces.
- E. Include rules to enforce when users record or manage an absence of that type.

Correct Answer: DE

QUESTION 11

How do you configure an absence type to allow employees to attach documents when recording absences?

- A. Attach a Certification of type "Documentation".
- B. You cannot attach documents to absence entries in self-service.
- C. Set the Display Feature "Attachments" to "Enabled".
- D. Attach an Action Item of type "Documentation".

Correct Answer: C

QUESTION 12

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 13

Which two accrual plan adjustment reasons come seeded with the application? (Choose two.)

- A. Compensatory
- B. Deduction
- C. Other
- D. Accrued
- E. Clerical Error
- F. Migrated

Correct Answer: AE

QUESTION 14

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 15

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

A. Age, Length of Service, Age and Service, Compensation, Hours Worked, and Full-Time Equivalent

B. Age, Length of Service, Service, Salary, Hours Worked, and Work Category

C. Age, Length of Service, Service, Compensation, Hours, and Full-Time Equivalent

D. Age, Length of Service, Age and Service, Compensation, Hours Worked, and Work Category

E. Age, Length of Service, Age and Service, Salary, Hours Worked, and Work Category

Correct Answer: A

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