

1Z0-1047^{Q&As}

Oracle Absence Management Cloud 2019 Implementation Essentials

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QUESTION 1

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

QUESTION 2

Which statement describes the function of a documentation certification?

- A. It provides a method for managers to forward employee forms to administrators.
- B. It provides a method for employees to provide doctors\' notes and other forms to managers.
- C. It monitors planned return to work and reinstatement of employment.
- D. It tracks receipt of documentation and related due dates by administrators.

Correct Answer: B

QUESTION 3

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 4

Which four statements about discretionary balance disbursements are false? (Choose four.)

- A. Employees can perform balance disbursements through self-service.
- B. You can perform balance disbursements for accrual plans only.
- C. You can perform balance disbursements for all types of absence plans.
- D. After you perform a balance disbursement, it goes through approval.
- E. Managers can perform balance disbursement through self-service.
- F. Administrators can perform balance disbursements through administrative tasks.

Correct Answer: ABDE

QUESTION 5

You configured a donation plan in your organization for workers to donate accrual plan balances to coworkers. But when a donation was initiated by one of the workers, the accrual plan could NOT identify the donation plan.

Which two are possible reasons the accrual plan failed to identify the donation plan? (Choose two.)

- A. You need to create donation and compensatory plans to initiate the donation.
- B. The worker receiving the donation, needing additional time off, was not enrolled to the donation plan.
- C. The unit of measure for the donation and accrual plans is different.
- D. The worker receiving the donation, needing additional time off, was not enrolled to the accrual plan.
- E. The plan limits for the donation and accrual plans are different.

Correct Answer: AB

QUESTION 6

What are two valid Entitlement Definition Types for the Entitlement Attributes section? (Choose two.)

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

Correct Answer: AC

QUESTION 7

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 8

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 9

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 employees are in error.

What absence batch parameter should you decrease to achieve this requirement? (Choose three.)

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

Correct Answer: ACF

QUESTION 10

An employee is enrolled into a plan on a future date 01-Jan-2090. HR searches for the employee on a date earlier than 01-Jan-2090 as a result of which the enrollment does not appear by default (because the status is Inactive). HR goes ahead and tries to add a new enrollment to the same plan as of current date.

What is the result of this action assuming accrual has not been run for the old enrollment?

- A. This results in two enrollments.
- B. The plan is not available in the drop-down menu for adding new enrollment.
- C. This results in one enrollment with the new enrollment start date.
- D. The system throws an error saying an enrollment already exists.

Correct Answer: A

QUESTION 11

You configure a Holiday absence type with the "Insufficient Balance Enforcement" rule set to Not Enabled for administrative transactions and you associate it with an absence plan that has "Allow Negative Balance?" set to No.

Which outcome would occur if an administrator submits a Holiday with an absence type duration of 15 days for an employee who has only 10 days of balance left?

- A. The absence errors out with error message "ANC-3405052: The absence plan and absence type must have compatible balance enforcement rules."
- B. The absence submits successfully and 10 days are deducted from the absence plan balance.
- C. The absence errors out with the error message "ANC-3405002: You cannot record this absence because your balance will fall below the configured minimum for this type of absence."
- D. The absence errors out with error message "ANC-3405096: The selected plan does not have sufficient balance to complete the transaction."
- E. The absence submits successfully and 10 days are deducted from the absence plan balance.

Correct Answer: C

QUESTION 12

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 13

As an administrator, you want to perform a discretionary disbursement from the vacation plan for an employee. However, when selecting the disburse balance option, you get a message "No actions available".

What is the reason for receiving this message?

- A. The administrator has no rights to perform this action.
- B. The absence plan does not have enough balance to disburse.
- C. The absence plan doesn't allow discretionary disbursements for that employee.
- D. The absence plan has no balance to disburse.
- E. The absence plan was configured not to allow discretionary disbursements.

Correct Answer: B

QUESTION 14

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 15

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

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