

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

Oracle Absence Management Cloud 2020 Implementation Essentials

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QUESTION 1

An employee is enrolled in the following accrual plans, both of which are linked to the same absence type:

Floating Holiday - Priority 100 - (Balance = 2 days), no negative balance allowed.

Vacation - Priority 200 - (Balance = 3 days), negative balance allowed with a limit of 2 days

Describe how a 7-day absence will be processed using this absence plan setup.

- A. Decrease Vacation balance by 3 days and Floating Holiday balance by 2 days.
- B. Decrease Floating Holiday balance by 2 days and Vacation balance by 3 days.
- C. Decrease Floating Holiday balance by 2 days and Vacation balance by 5 days.
- D. Decrease Floating Holiday balance by 2 days and Vacation balance by 2 days.
- E. Decrease Vacation balance by 5 days and Floating Holiday balance by 2 days.

Correct Answer: A

QUESTION 2

You created an absence plan that allows negative balance and set the carryover rule to Flat Amount = 5 days.

Employee X has 10 days of entitlement left at the end of the leave year. Employee Y has -5 days of entitlement left at the end of the leave year.

How much balance would employees X and Y carry over into the new leave year?

- A. Y carries 0 days and X carries -5 days.
- B. X carries 10 days and Y carries 0 days.
- C. X carries 5 days and Y carries 5 days.
- D. X carries 5 days and Y carries -5 days.
- E. X carries 5 days and Y carries 0 days.

Correct Answer: D

QUESTION 3

Which formula type allows you to specify custom rules for use within an Eligibility Profile?

- A. Participation Eligibility
- B. Eligibility Profile

C. Participation and Rate Eligibility

D. Eligibility Criteria

Correct Answer: D

QUESTION 4

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 5

Which three statements are true about absence management? (Choose three.)

- A. Absence plans push data into the Calculation card.
- B. Absence Management tracks monetary balances.
- C. Absence Management uses elements for calculating entitlements or maintaining accrual balances.
- D. Absence types push data into Absence cards.
- E. Absence Plans are the bridges between Absence Management and Global Payroll.
- F. Absence Management is responsible for accrual, balances, and entitlements calculation.

Correct Answer: ACF

QUESTION 6

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

Correct Answer: C

QUESTION 7

Your customer wants a worker to submit a medical certificate to record an absence for a long-term illness. How do you accomplish this?

- A. Manage Action Items by linking appropriate display features.
- B. Create a certification requirement using the Manage Action Items task and attach it to the absence type.
- C. Create Action Items from the Manage Absence Records task and attach it to the absence type.
- D. Create a certification requirement using the Manage Absence Certifications task and attach it to the absence type.
- E. Create a certification requirement using the Manage Action Certification Items task and attach it to the absence type.

Correct Answer: B

QUESTION 8

An absence type with UoM Hours and a Conversion formula is linked to an accrual plan with UoM Days. How is absence entry duration calculated?

- A. The absence is reported in hours, but since there is no conversion attached to the absence plan, the duration can't be calculated.
- B. Absence Types and Absence Plans must be in the same UoM in order to calculate and deduct from a balance.
- C. Based on the conversion formula assigned to the absence plan.
- D. The absence is reported in hours, it will be converted to days based on the conversion formula associated to the type, and deduct from the plan in days.

Correct Answer: C

QUESTION 9

Which are the different types of absence plans available?

- A. Holiday Plan, Illness Plan, Qualification, No Entitlement
- B. Agreement Plan, Accrual Plan, Qualification Plan, Donation Plan, Compensatory and No Entitlement Plan

- C. Accrual Plan, Holiday Plan, Qualification Plan, Donation Plan, Compensatory and No Entitlement Plan
- D. Holiday Plan, Sickness Plan, and Maternity Plan
- E. Agreement Plan, Accrual Plan, Qualification Plan, Shared Leave, Compensatory and No Entitlement Plan

Correct Answer: D

QUESTION 10

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 11

Your client wants only those employees who have completed one year of service to be eligible for an absence type.

Which two configurations should you perform so that employees will not see this absence type until they are eligible?
(Choose two.)

- A. Use the Hire date option that is available in the Eligibility Profile under employment.
- B. Set the Waiting Period field on the Participation page to one year from the Enrollment Start Date.
- C. 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 on the participation page.
- D. Set the Vesting Rule, duration and UOM on the Accrual Attributes page to .Elapsed Period, 1, Years.

Correct Answer: AC

QUESTION 12

You have a requirement to base the accrual definition on 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 configuration meets this requirement?

- A. Define a Length of Service Derived Factor, link the Derived Factor definition to one or more rows of the Accrual Matrix on the Accrual page of an Accrual Plan.

B. Define a Length of Service Derived Factor, link the Derived Factor definition to an Eligibility Profile, link the Eligibility Profile to the Accrual page of an Accrual Plan.

C. Define a Length of Service Derived Factor, link the Derived Factor to the Plan Attributes page of an Accrual Plan.

D. Define a Length of Service Derived Factor, link the Derived Factor definition to an Eligibility Profile, link the Eligibility Profile to the Participation page of an Accrual Plan.

Correct Answer: B

QUESTION 13

Which three rules can be configured when you create a donation absence plan in accordance with leave policy of your enterprise? (Choose three.)

A. Disbursement

B. Vesting Period

C. Balance Updates

D. Unit of Measure

E. Balance Transfers

Correct Answer: ACD

QUESTION 14

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 15

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

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