Vendor: Oracle

Exam Code:1Z0-1047-20

Exam Name: Oracle Absence Management Cloud 2020 Implementation Essentials

Version: Demo

QUESTION 1

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 2

A customer requires an absence that the administrator creates on behalf of an employee and can specify the condition of the sickness of that employee. In addition to that, the employee should provide a certification from a doctor for the absence. The administrator should ensure that the certification is provided on time.

Which configuration should you use to implement these requirements?

A. 1. Create an absence type using "Generic absence" pattern.

2.

 Enable administrative updates.

3.

 Add reason values.

4.

 Enable attachments and Reasons using Display Features.

B. 1. Create an absence type using the "Illness/injury" pattern.

2.

 Enable administrative updates.

3.

 Enable Special Conditions using Display Features.

4.

 Add an action item for certification.

C. 1. Create an absence type using the "Illness/injury" pattern.

2.

 Enable administrative updates.

3.

 Enable attachments and Special Conditions using Display Features.

D. 1. Create an absence type using the "Illness/injury" pattern.

2.

 Enable administrative updates.

3.

 Add reason values.

4.

 Enable attachments and Reasons using Display Features.

Correct Answer: D

QUESTION 3

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 4

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 5

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 6

A customer set up the certification requirement for art absence. After scheduling the absence for a subordinate, the line manager wants to add a certification requirement as an action item, but is unable to do it.

What is the reason for this?

A. You can add the certification requirement to appear as an action item only during the manual absence enrollment process.

B. Line managers can add the certification requirement, on demand, as an action item when they approve the absence;

C. Only HR Specialists can add the certification requirement, on demand, as an action item when they schedule an absence.

D. Only workers can add the certification requirement, on demand, as an action item when they schedule an absence.

E. Line managers can configure the certification requirement to appear as an action item after completion of the absence.

Correct Answer: B

QUESTION 7

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. Delete enrollment

B. Update enrollment

C. End enrollment

D. Terminate enrollment

Correct Answer: A

QUESTION 8

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 9

Which statement is correct about rate definitions?

A. You can associate rate definitions to absence certifications.

B. You can associate rate definitions to absence types.

C. Rates are calculated and resolved in Absence Management.

D. You can associate rate definitions to absence plans.

Correct Answer: D

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

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 12

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