

100% Money Back
Guarantee

Vendor:Oracle

Exam Code:1Z0-1047

Exam Name:Oracle Absence Management Cloud
2019 Implementation Essentials

Version:Demo

QUESTION 1

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 2

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 3

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 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

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 6

What type of qualification plan term should you use in order for the plan term to equal the start and end dates of the scheduled absence?

- A. Absence Duration
- B. Rolling Backward
- C. Rolling Forward
- D. No Plan Term

E. Calendar Year

Correct Answer: C

QUESTION 7

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 8

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 9

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 10

If you want to modify the workers' payments when a certification requirement has passed its due date, what three rules can you select when you create the absence certification? (Choose three.)

- A. Adjust
- B. Revise
- C. Recalculate
- D. Retract
- E. Override
- F. Stop Payments

Correct Answer: CDE

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

A customer requires their administrator to enter the paternity leave for their employees. Paternity leave can only be entered if an employee hasn't taken an absence called special absence in the previous 30 days of the paternity leave start date. The customer requires also that this paternity leave absence is only available for the employees who have one year of seniority in the company. Employees should notify of the absence at least 30 days in advance of the start date of the absence; otherwise, the absence is not considered timely.

Which configuration should you use to implement these requirements?

A. 1) Create an absence type using a childbirth or placement pattern. 2) Enable administrative updates. 3) Create a validation formula with the logic to evaluate if the "special absence" was taken 30 days before this absence and add it to the absence type. 4) Create an eligibility profile with the criteria of employees with 1 or more seniority in the company and add it to the absence type. 5) Select the qualified entitlements check box and set the evaluation rule to check for 30 days from the start date.

B. 1) Create an absence type using a childbirth or placement pattern. 2) Enable administrative updates. 3) Create, a validation formula with the logic to evaluate if the "special absence" was taken 30 days before this absence and add it to the absence type. 4) Create an eligibility profile with the criteria of employees with 1 or more seniority in the company and add it to the absence type. 5) Configure the late notification evaluation rule according to the requirement of at least 30 days in advance of the start date.

C. 1) Create an absence type using a childbirth or placement pattern. 2) Enable administrative updates. 3) Create an eligibility profile with the criteria of employees with 1 or more seniority in the company and add it to the absence type. 4) Create an absence certification of type Documentation that prevents absence entry if linked absence of type Special absence exists in the previous 30 days.

D. 1) Create an absence type using a childbirth or placement pattern. 2) Enable administrative updates. 3) Create a validation formula with the logic to evaluate if the "special absence" was taken 30 days before this absence and add it to the absence type. 4) Create an eligibility profile with the criteria of employees with 1 or more seniority in the company and employees with "male" gender and add it to the absence type. 5) Configure the late notification evaluation rule according to the requirement of at least 30 days in advance of the start date.

Correct Answer: C