



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

Oracle Absence Management Cloud 2020 Implementation Essentials

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QUESTION 1

You create an Incremental accrual absence plan with a Monthly Accrual Processing Period, a flat accrual rate of 2.5 hours, a waiting period of 2 months, and a vesting period of 1 month.

If a worker is found eligible for the plan as of a hire date of 01-Feb-2018, what will the Enrollment Start Date be set to on the Manage Absence Records page?

- A. 01-May-2018
- B. 01-Apr-2018
- C. 01-Mar-2018
- D. 01-Feb-2018

Correct Answer: B

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

You want to implement public holidays and would like to avoid having to change the work schedule if a public holiday is added or changed.

How do you achieve this?

- A. Create Calendar Events and assign them as exceptions within the work schedule.
- B. Create Calendar Events with Public Holiday as category and assign that calendar event category as an exception within the work schedule.
- C. Create Resource Exceptions and assign them within the schedule.
- D. Create Calendar Events with Public Holiday as category and assign each of them as exceptions within the work schedule.



E. Create Calendar Events as Resource Exceptions and assign them within the work schedule.

Correct Answer: B

QUESTION 4

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 5

You defined a 3-month rolling-backward term in your qualification plan with the include overlap rule. You set up entitlement bands as shown below:

Sequence	Duration	Payment Percentage
1.)	10 days	100%
2.)	10 days	50%

You submit a 10-day absence. Another 4-day absence already exists which starts within 3 months earlier than the start date of the current absence.

Which option corresponds to the behavior in terms of entitlement usage, based on this configuration?

- A. The system will not allow absence to be recorded due to insufficient entitlement balance.
- B. The 4-day absence will remain at 100% pay and the current 10-day absence will be split with 6 days at 100% pay and 4 days at 50% pay.
- C. The 4-day absence will be booked at 50% pay and the current 10-day absence will be booked at 100% pay.
- D. The 4-day absence will remain at 100% pay and the current 10-day absence will also be booked at 100% pay.

Correct Answer: B

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