



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

Oracle Absence Management Cloud 2020 Implementation Essentials

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QUESTION 1

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

QUESTION 2

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 3

Which statement is true about absence patterns?

- A. You can modify the content of an absence pattern using the task "Manage Absence Patterns".



- B. Absence patterns control the fields that appear in the Manage Absence Types setup page.
- C. "Sickness" is one of the available absence patterns.
- D. Absence patterns help visualize the trend or pattern of absence entries for a worker.

Correct Answer: B

QUESTION 4

When assigning work schedules via Manage Work Schedule Assignment Administration task, which level has the highest priority and which level the lowest?

- A. Highest > Person; Lowest > Enterprise
- B. Highest > Assignment; Lowest > Legal Employer
- C. Highest > Legal Employer; Lowest > Person
- D. Highest > Assignment; Lowest > Enterprise

Correct Answer: C

QUESTION 5

You defined a two-year rolling backward term in your qualification plan with UOM as calendar days. You set up bands that entitle workers to 50-days absence at payment percentage 100% and an additional 50 days at payment percentage 50%.

A worker took an absence for 92 days, from May 1, 2015 to July 31, 2015. The same worker schedules another absence using the same plan July 1, 2016 to July 30, 2016 for 30 days.

What is the available entitlement for this absence?

- A. 50 working days at 100 percent and the next 50 working days at 50 percent
- B. 8 working days at 100 percent
- C. 50 working days at 100 percent and the next 8 working days at 50 percent
- D. 0 working days at 100 percent and the next 0 working days at 50 percent
- E. 8 working days at 50 percent

Correct Answer: A

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