



# 1Z0-1047<sup>Q&As</sup>

Oracle Absence Management Cloud 2019 Implementation Essentials

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### QUESTION 1

What is the difference between an absence type and an absence plan?

- A. Absence types can be seen only by employees whereas absence plans can be seen only by administrators.
- B. Absence types are linked to payroll elements whereas absence plans only calculate entitlements.
- C. Absence types can be grouped under Absence Reasons whereas absence plans are grouped under absence categories.
- D. Absence types are used to record absence entries whereas absence plans are used to grant and deduct entitlements.

Correct Answer: D

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### QUESTION 2

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

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### QUESTION 3

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

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#### QUESTION 4

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

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#### QUESTION 5

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

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