



1Z0-1047^{Q&As}

Oracle Absence Management Cloud 2019 Implementation Essentials

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QUESTION 1

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 2

You will be integrating Absence Management with Fusion Payroll.

What should you set up in Absences to implement this?

- A. Within the Absence Plan, select the "discretionary disbursements of accrual balance" check box and define the rate rules for Disbursement. Select the "Transfer absence payment information for payroll processing" check box.
- B. Within the Absence Plan, select the "Transfer absence payment information for payroll processing" check box and define the Element use for this integration.
- C. Within the Absence Type, select and add an Absence Plan, and enable display features for the "Transfer absence payment information for payroll processing" and define the Element use for this integration.
- D. Within the Absence Plan, define all the rate rules for Absence Payment, Final Balance Payment, Disbursement, and Liability booking.

Correct Answer: B

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

QUESTION 4

As an administrator, you want to perform a discretionary disbursement from the vacation plan for an employee. However, when selecting the disburse balance option, you get a message "No actions available".

What is the reason for receiving this message?

- A. The administrator has no rights to perform this action.
- B. The absence plan does not have enough balance to disburse.
- C. The absence plan doesn't allow discretionary disbursements for that employee.
- D. The absence plan has no balance to disburse.
- E. The absence plan was configured not to allow discretionary disbursements.

Correct Answer: B

QUESTION 5

Which two overlap rules are available when selecting a rolling forward or rolling backward term type? (Choose two.)

- A. Ignore
- B. None
- C. Exclude
- D. Split
- E. Formula

Correct Answer: CD

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