Oracle

1Z0-1047 Exam

Oracle Absence Management Cloud 2019 Implementation Essentials Exam

Questions & Answers
Demo

Version: 8.0

Question: 1

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

Answer: C

Reference:
https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update17d/fauam/absence-types-reasons-and-categories.html#FAUAM1075875

Question: 2

Which three are true statements about Absence and Payroll integration?

A. The Absence Element Template creates all of the attributes required to process absences through payroll.
B. The options available for configuration vary depending on the legislation chosen when creating absence plans.
C. The setup required in payroll may vary depending on payroll localization.
D. The options available for configuration are the same for all the legislations when creating absence plans.

Answer: A,B,C

Question: 3

A worker is scheduled to work from Monday to Friday. As an HR administrator, you receive a call from the worker on Friday evening 16-Jun-2017, that they are on vacation from 17-Jun-2017 (Saturday) and will be back at work on 26-Jun-2017 (Monday). The absence type for vacation has no duration formula or plans attached and the duration is measured in Days. There is a calendar exception on 23-Jun-2017 (Friday).
What should be the start date, end date, and the duration of this absence record if the "Schedule nonworking days" is set to "Not enabled"?

A. Start Date: 19-Jun-2017End Date: 22-Jun-2017Duration: 4
B. Start Date: 17-Jun-2017End Date: 25-Jun-2017Duration: 8
C. Start Date: 19-Jun-2017End Date: 25-Jun-2017Duration: 4
D. Start Date: 17-Jun-2017End Date: 26-Jun-2017Duration: 10
E. Start Date: 19-Jun-2017End Date: 26-Jun-2017Duration: 5
F. Start Date: 17-Jun-2017End Date: 25-Jun-2017Duration: 9

Answer: F

Question: 4

A customer requires that their employees enter their vacation/holiday with some period restrictions: the absence record can be entered only 3 months before the system day and 2 months in advance based on system day. Administrators and managers entering the vacation on behalf of employees won't have this restriction.
Which configuration should you use to implement these requirements?

A. 1) Create an absence type using a generic pattern.2) Enable administrative, manager, and employee updates.3) Define Absence start date validation according to the requirements.4) Enable Absence start date validation for employee self-service transaction.
B. 1) Create an absence type using a generic pattern.2) Enable administrative, manager, and employee updates.3) Define Absence start date validation according to the requirements.4) Enable Absence start date validation for employees, managers, and administrators.
C. 1) Create an absence type using a generic pattern.2) Enable administrative, manager, and employee updates.3) Create an eligibility formula with the logic required and add it to the absence type.
D. 1) Create an absence type using a generic pattern.2) Enable administrative and employee updates.3) Create an eligibility formula with the logic required and add it to the absence type.

Answer: A

Question: 5

When an absence gets approved before its start date, what status does it change to?

A. Saved
B. In Progress
C. Reviewed
D. Accepted
E. Completed
F. Scheduled

Answer: A

Reference:

https://docs.oracle.com/cd/E51367_01/globalop_gs/FAUAM/F1478959AN1035F.htm

Question: 6

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

Answer: C,D,E

Reference:
https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update17d/fauam/absence-certifications.html#FAUAM1096522

Question: 7

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.
Select the outcome that 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 0 days are deducted from the absence plan balance.
C. The absence errors out with error message "ANC-3405096: The selected plan does not have sufficient balance to complete the transaction."
D. 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."
E. The absence submits successfully and 10 days are deducted from the absence plan balance.
F. The absence submits successfully and 15 days are deducted from the absence plan balance.

Answer: D

Question: 8

Your customer has an absence type that is linked to an accrual plan and has "Deferred processing on initial entry" enabled.
Which ESS job will you run to ensure that the accrual plan entries are created for the absence?

A. Update Accrual Plan Enrollments
B. Update Accrual Plan Entries
C. Evaluate Absences
D. Evaluate Certification Updates
E. Calculate Accruals and Balances

Answer: C

Reference:
https://docs.oracle.com/cloud/farel12/globalcs_gs/FAIAM/FAIAM1887400.htm#FAIAM1887400

Question: 9

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:
SequenceDurationPayment Percentage
1.)10 days100%
2.)10 days50%
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 4-day absence will be booked at 50% pay and the current 10-day absence will be booked at 100% pay.
B. The 4-day absence will remain at 100% pay and the current 10-day absence will also be booked at 100% pay.
C. The system will not allow absence to be recorded due to insufficient entitlement balance.
D. 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.

Answer: D

Question: 10

Your customer wants a certification that will be due 10 calendar days after start date of the absence. The customer also wants to change a worker's entitlement to 50% of pay as of the absence start date when the certification requirement has passed its due date. When the worker completes the requirement, the customer wants the system to recalculate the entitlements from the absence start date.
How do you meet this requirement?

A. 1. Define an absence certification with Classification of Entitlement as follows:1. Configure Creation: Trigger on absence submit2. Configure Passage of Due Date with following values: Due Date Rule "Calculate Date";Reference Date "Absence Start Date"; Duration "10"; UoM "Calendar days"; EntitlementReevaluation Rule "As of Absence Start Date"; Entitlement Update Rule

"Override;Revised Payment Percentage "50"3. Configure Confirmation with following values: Entitlement Reevaluation Rule "As of Absence Start Date"; Entitlement Update Rule "Override"2. Associate the defined certification requirements with the Absent Type.

B. 1. Define an absence certification with Classification of Entitlement as follows:1. Configure Creation: Trigger on absence submit2. Configure Passage of Due Date with following values: Due Date Rule "Calculate Date";Reference Date "Absence Start Date"; Duration "10"; UoM "Calendar days"; EntitlementReevaluation Rule "As of Absence Start Date"; Entitlement Update Rule "Override;Revised Payment Percentage "50"3. Configure Expiration with following values: Entitlement Reevaluation Rule "As of Absence Start Date"; Entitlement Update Rule "Recalculate"2. Associate the defined certification requirements with the Absence Type.

C. 1. Define an absence certification with Classification of Entitlement as follows:1. Configure Creation: Trigger on absence submit2. Configure Passage of Due Date with following values: Due Date Rule "Calculate Date";Reference Date "Absence Start Date"; Duration "10"; UoM "Calendar days"; EntitlementReevaluation Rule "As of Absence Start Date"; Entitlement Update Rule "Override;Revised Payment Percentage "50"3. Configure Confirmation with following values: Entitlement Reevaluation Rule "As of Absence Start Date"; Entitlement Update Rule "Recalculate"2. Associate the defined certification requirements with the Absent Plan.

D. 1. Define an absence certification with Classification of Entitlement as follows:1. Configure Creation: Trigger on absence submit2. Configure Passage of Due Date with following values: Due Date Rule "Calculate Date";Reference Date "Absence Start Date"; Duration "10"; UoM "Calendar days"; EntitlementReevaluation Rule "As of Absence Start Date"; Entitlement Update Rule "Override;Revised Payment Percentage "50"3. Configure Confirmation with following values: Entitlement Reevaluation Rule "As of Absence Start Date"; Entitlement Update Rule "Recalculate"2. Associate the defined certification requirements with the Absent Type.

Answer: C

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