

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

Oracle Absence Management Cloud 2020 Implementation Essentials

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QUESTION 1

What type of qualification plan term should you use in order for the plan term to equal the start and end dates of the scheduled absence?

- A. Absence Duration
- B. Rolling Backward
- C. Rolling Forward
- D. No Plan Term
- E. Calendar Year

Correct Answer: C

QUESTION 2

Which are the different types of absence plans available?

- A. Holiday Plan, Illness Plan, Qualification, No Entitlement
- B. Agreement Plan, Accrual Plan, Qualification Plan, Donation Plan, Compensatory and No Entitlement Plan
- C. Accrual Plan, Holiday Plan, Qualification Plan, Donation Plan, Compensatory and No Entitlement Plan
- D. Holiday Plan, Sickness Plan, and Maternity Plan
- E. Agreement Plan, Accrual Plan, Qualification Plan, Shared Leave, Compensatory and No Entitlement Plan

Correct Answer: D

QUESTION 3

What is the purpose of an eligibility profile on a certification definition?

- A. to allow overrides of a payment percentage for eligible employees
- B. to prevent payment of qualified entitlements to ineligible employees
- C. to limit the types of employees who have the certification auto-generated when an absence is created
- D. to determine plan eligibility

Correct Answer: D

QUESTION 4

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 5

You run the "Evaluate absences" process for a specific employee with an effective date of 13 July 2017.

The accrual plan term begins on the 1st of January.

The employee has the following approved absence records:

- 1) 05 July 2017 - 14 July 2017
- 2) 15 July 2017 - 20 Jul 2017 3) 20 December 2017 - 01 January 2018 4) 02 February 2018 - 04 February 2018

Which absence records are re-evaluated?

- A. 2
- B. 1, 2, 3 and 4
- C. 2 and 3
- D. 2, 3 and 4
- E. 1, 2 and 3

Correct Answer: C

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