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

Oracle Absence Management Cloud 2020 Implementation Essentials

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QUESTION 1

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 2

Which statement describes the function of a documentation certification?

A. It provides a method for managers to forward employee forms to administrators.

B. It provides a method for employees to provide doctors\\' notes and other forms to managers.

C. It monitors planned return to work and reinstatement of employment.

D. It tracks receipt of documentation and related due dates by administrators.

Correct Answer: B

QUESTION 3

A customer requires an absence that the administrator creates on behalf of an employee and can specify the condition of the sickness of that employee. In addition to that, the employee should provide a certification from a doctor for the absence. The administrator should ensure that the certification is provided on time.

Which configuration should you use to implement these requirements?

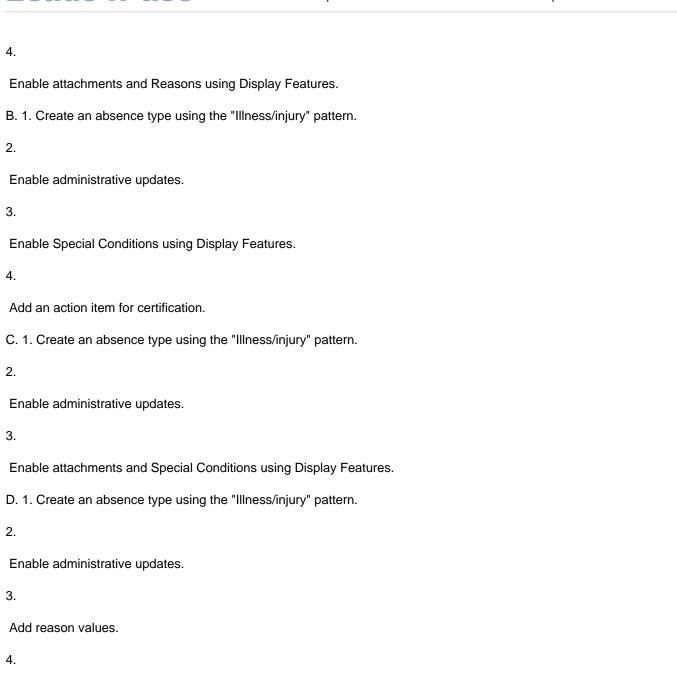A. 1. Create an absence type using "Generic absence" pattern.

2.

 Enable administrative updates.

3.

 Add reason values.

4.

 Enable attachments and Reasons using Display Features.

B. 1. Create an absence type using the "Illness/injury" pattern.

2.

 Enable administrative updates.

3.

 Enable Special Conditions using Display Features.

4.

 Add an action item for certification.

C. 1. Create an absence type using the "Illness/injury" pattern.

2.

 Enable administrative updates.

3.

 Enable attachments and Special Conditions using Display Features.

D. 1. Create an absence type using the "Illness/injury" pattern.

2.

 Enable administrative updates.

3.

 Add reason values.

4.

 Enable attachments and Reasons using Display Features.

Correct Answer: D

QUESTION 4

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: 17-Jun-2017 End Date: 25-Jun-2017 Duration: 9

B. Start Date: 17-Jun-2017 End Date: 25-Jun-2017 Duration: 8

C. Start Date: 19-Jun-2017 End Date: 22-Jun-2017 Duration: 4

D. Start Date: 17-Jun-2017 End Date: 26-Jun-2017 Duration: 10

E. Start Date: 19-Jun-2017 End Date: 25-Jun-2017 Duration: 4

F. Start Date: 19-Jun-2017 End Date: 26-Jun-2017 Duration: 5

Correct Answer: A

QUESTION 5

Your organization has expressed that the expiration of compensatory time needs to be overridden on an ad hoc basis.

Which two user types can be granted this ability? (Choose two.)

A. Employee

B. Manager

C. IT Security Manager

D. Administrator

E. Implementer

Correct Answer: AD

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