1Z0-1047-20 Q&As

Oracle Absence Management Cloud 2020 Implementation Essentials

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QUESTION 1

Which three statements are true about absence management? (Choose three.)

A. Absence plans push data into the Calculation card.

B. Absence Management tracks monetary balances.

C. Absence Management uses elements for calculating entitlements or maintaining accrual balances.

D. Absence types push data into Absence cards.

E. Absence Plans are the bridges between Absence Management and Global Payroll.

F. Absence Management is responsible for accrual, balances, and entitlements calculation.

Correct Answer: ACF

QUESTION 2

When setting the expiration details for a Compensatory Plan, which of the following is a valid option?

A. Employee Termination

B. Worked Period

C. Ongoing

D. End of Acquisition Week

Correct Answer: D

QUESTION 3

A customer created a public holiday on the 25-Dec-2018 (Tuesday) and assigned it to a geography to which an employee belongs to. However, the employee does not have a work schedule assigned. The employee records an absence from 24-Dec-2018 (Monday) to 26-Dec-2018 (Wednesday) using an absence type that measures duration in Days.

What will be the duration of the absence recorded?

A. 2

B. 4

C. 3

D. Absence cannot be recorded without a work schedule.

E. 1

Correct Answer: A

QUESTION 4

Your client has a requirement that the employee will not get enrolled into the plan for first six months of hire. Enrollment and accruals will start after the completion of six months. The plan needs to be Front-Loaded.

How will you configure this in the system?

A. Create a plan having Vesting Period with UOM as Months and duration as 6.

B. Create a rule in Accrual Matrix where you will check the length of service of an employee and if the Length of Service is less than six months then accrual value should be 0.

C. Write partial period fast formula that enrolls the employee only after six months from hire date.

D. Create a plan having a Waiting Period with UOM as Months and duration as 6.

Correct Answer: C

QUESTION 5

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