



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

Oracle Absence Management Cloud 2020 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

Which three are true statements about Absence and Payroll integration? (Choose three.)

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

Correct Answer: ABC

QUESTION 3

Your customer wants a worker to submit a medical certificate to record an absence for a long-term illness. How do you accomplish this?

- A. Manage Action Items by linking appropriate display features.
- B. Create a certification requirement using the Manage Action Items task and attach it to the absence type.
- C. Create Action Items from the Manage Absence Records task and attach it to the absence type.
- D. Create a certification requirement using the Manage Absence Certifications task and attach it to the absence type.
- E. Create a certification requirement using the Manage Action Certification Items task and attach it to the absence type.

Correct Answer: B



QUESTION 4

Which four statements about discretionary balance disbursements are false? (Choose four.)

- A. Employees can perform balance disbursements through self-service.
- B. You can perform balance disbursements for accrual plans only.
- C. You can perform balance disbursements for all types of absence plans.
- D. After you perform a balance disbursement, it goes through approval.
- E. Managers can perform balance disbursement through self-service.
- F. Administrators can perform balance disbursements through administrative tasks.

Correct Answer: ABDE

QUESTION 5

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

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