



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

Oracle Absence Management Cloud 2020 Implementation Essentials

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**QUESTION 1**

An employee is enrolled in the following accrual plans, both of which are linked to the same absence type:

Floating Holiday - Priority 100 - (Balance = 2 days), no negative balance allowed.

Vacation - Priority 200 - (Balance = 3 days), negative balance allowed with a limit of 2 days

Describe how a 7-day absence will be processed using this absence plan setup.

- A. Decrease Vacation balance by 3 days and Floating Holiday balance by 2 days.
- B. Decrease Floating Holiday balance by 2 days and Vacation balance by 3 days.
- C. Decrease Floating Holiday balance by 2 days and Vacation balance by 5 days.
- D. Decrease Floating Holiday balance by 2 days and Vacation balance by 2 days.
- E. Decrease Vacation balance by 5 days and Floating Holiday balance by 2 days.

Correct Answer: A

QUESTION 2

You want to create an absence type that can be entered only by administrators. It has two plans that will cascade (that is, after the balance of one is consumed, then the balance of the second plan is consumed) and several valid reasons which the administrator can add when recording the absence.

How should you configure this absence type?

- A. Enable administrative updates and employee updates, add two plans without priority, add reason values, and select "Display and edit" for the Reason field under administrative transaction.
- B. Enable administrative updates and manager updates, add two plans with priority, add reason values, and select "Display and edit" for the Reason field under administrative transaction.
- C. Enable administrative updates, add two plans with priority, add reason values, and select "Display only" for the Reason field under administrative transaction.
- D. Enable administrative updates, add two plans with priority, add reason values, and select "Display and edit" for the Reason field under administrative transaction.

Correct Answer: D

QUESTION 3

An absence type with UoM Hours and a Conversion formula is linked to an accrual plan with UoM Days. How is absence entry duration calculated?

- A. The absence is reported in hours, but since there is no conversion attached to the absence plan, the duration can't be calculated.



B. Absence Types and Absence Plans must be in the same UoM in order to calculate and deduct from a balance.

C. Based on the conversion formula assigned to the absence plan.

D. The absence is reported in hours, it will be converted to days based on the conversion formula associated to the type, and deduct from the plan in days.

Correct Answer: C

QUESTION 4

What are two valid Entitlement Definition Types for the Entitlement Attributes section? (Choose two.)

A. Qualification Date

B. Formula

C. Absence Start Date

D. Absence Duration

E. As of Event

F. Matrix

Correct Answer: AC

QUESTION 5

When creating a Rate Definition to tie to an Absence Accrual Plan, what rate type category would be selected if the value needs to be retrieved from one or more payroll balances?

A. Derived Rate

B. Value by Criteria

C. Element

D. Formula

E. None of the Above

Correct Answer: A

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