



# 1Z0-1047<sup>Q&As</sup>

Oracle Absence Management Cloud 2019 Implementation Essentials

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**QUESTION 1**

Your client wants only those employees who have completed one year of service to be eligible for an absence type.

Which two configurations should you perform so that employees will not see this absence type until they are eligible? (Choose two.)

- A. Use the Hire date option that is available in the Eligibility Profile under employment.
- B. Set the Waiting Period field on the Participation page to one year from the Enrollment Start Date.
- C. Create a derived factor of Type Length of service (by checking the length of service for one year), and call this derived factor in the Eligibility profile on the participation page.
- D. Set the Vesting Rule, duration and UOM on the Accrual Attributes page to .Elapsed Period, 1, Years.

Correct Answer: AC

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**QUESTION 2**

You configured an eligibility profile with the following selections:

Person Type: "Regular Employee" and "Associate" Gender: "Male"

Legal Entity: "LE1"

Job Function: "Managerial"

Which two employees will be eligible for this absence? (Choose two.)

- A. Employee 4: Person Type: Associate Gender: Male Legal entity: LE1 Job Function: Managerial
- B. Employee 1: Person Type: Regular Employee Gender: Blank Legal entity: LE1 Job Function: Managerial
- C. Employee 3: Person Type: Associate Gender: Male Legal entity: LE2 Job Function: Blank
- D. Employee 2: Person Type: Regular Employee Gender: Male Legal entity: LE1 Job Function: Managerial

Correct Answer: AD

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**QUESTION 3**

When an absence gets approved before its start date, what status does it change to?

- A. Saved
- B. In Progress
- C. Reviewed
- D. Accepted



E. Completed

F. Scheduled

Correct Answer: A

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#### QUESTION 4

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

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#### QUESTION 5

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

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