



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

Oracle Absence Management Cloud 2019 Implementation Essentials

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**QUESTION 1**

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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**QUESTION 2**

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

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**QUESTION 3**

Which two overlap rules are available when selecting a rolling forward or rolling backward term type? (Choose two.)

- A. Ignore
- B. None
- C. Exclude



D. Split

E. Formula

Correct Answer: CD

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#### QUESTION 4

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

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#### QUESTION 5

You selected the "Evaluate remaining entitlement without absence record" check box on the Participation tab of the Create Absence Plan page for a qualification plan whose term is Calendar Year.

What does this enable HR specialists to do?

A. view partial plan entitlements when a worker applies for only a single absence for the plan

B. view partial plan entitlements when a worker applies for multiple absences and all of the absences fall in different payment percentages

C. view complete qualification plan entitlement details defined for a worker, even without an absence record

D. view partial plan entitlements when a worker applies for multiple absences and all of the absences fall in the same payment percentage

Correct Answer: C

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