



1Z0-1047^{Q&As}

Oracle Absence Management Cloud 2019 Implementation Essentials

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QUESTION 1

What is the purpose of an eligibility profile on a certification definition?

- A. to allow overrides of a payment percentage for eligible employees
- B. to prevent payment of qualified entitlements to ineligible employees
- C. to limit the types of employees who have the certification auto-generated when an absence is created
- D. to determine plan eligibility

Correct Answer: D

QUESTION 2

Which two accrual plan adjustment reasons come seeded with the application? (Choose two.)

- A. Compensatory
- B. Deduction
- C. Other
- D. Accrued
- E. Clerical Error
- F. Migrated

Correct Answer: AE

QUESTION 3

A customer has the following absence records:

Absence Dates	Absence Status
1) 01 April 2017 to 05 April 2017	Submitted
2) 06 May 2017	Submitted
3) 12 May 2017	Withdrawn
4) 19 July 2017	Awaiting approval
5) 20 August 2017 to 28 August 2017	Submitted
6) 30 August 2017	Saved

You run the "Evaluate Absence" process with an effective date of 07 April 2017.

Which absences will be processed?

- A. 1, 2, 4, 5



- B. 1, 4, 5
- C. 2, 4, 5, 6
- D. 2, 4, 5
- E. 4, 5
- F. 2, 3, 4, 5, 6

Correct Answer: A

QUESTION 4

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 5

You created an absence plan that allows negative balance and set the carryover rule to Flat Amount = 5 days.

Employee X has 10 days of entitlement left at the end of the leave year. Employee Y has -5 days of entitlement left at the end of the leave year.

How much balance would employees X and Y carry over into the new leave year?

- A. Y carries 0 days and X carries -5 days.
- B. X carries 10 days and Y carries 0 days.
- C. X carries 5 days and Y carries 5 days.
- D. X carries 5 days and Y carries -5 days.
- E. X carries 5 days and Y carries 0 days.

Correct Answer: D



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