1Z0-1047^Q&As

Oracle Absence Management Cloud 2019 Implementation Essentials

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QUESTION 1

How do you set up varied payment percentages for an absence period for workers, based on the length of service for a qualification absence plan?

A. Specify the payment percentages in the Qualification Band Matrix and Qualification Details.

B. Configure payroll formula to determine the payment percentage for the qualification band level.

C. Use eligibility profiles to control the payment percentage that workers are eligible to in a plan.

D. Payment percentages cannot vary between workers in the same plan.

Correct Answer: B

QUESTION 2

Which three statements about the "Selected dates" frequency are true? (Choose three.)

A. An employee can override the time or duration of each date entered if the partial day rule is set to Unlimited for the absence type.

B. The system defaults to time or duration according to the employee\\'s work schedule.

C. An employee can schedule a short or long period of absence as long as the dates are continuous.

D. An employee can only schedule dates that are not continuous to each other.

E. An employee can submit each date within the absence record for approval separately.

F. An employee can determine the job or assignment where the absence belongs to.

Correct Answer: BCF

QUESTION 3

A customer requires their administrator to enter the paternity leave for their employees. Paternity leave can only be entered if an employee hasn\\'t taken an absence called special absence in the previous 30 days of the paternity leave start date. The customer requires also that this paternity leave absence is only available for the employees who have one year of seniority in the company. Employees should notify of the absence at least 30 days in advance of the start date of the absence; otherwise, the absence is not considered timely.

Which configuration should you use to implement these requirements?

A. 1) Create an absence type using a childbirth or placement pattern. 2) Enable administrative updates. 3) Create a validation formula with the logic to evaluate if the "special absence" was taken 30 days before this absence and add it to the absence type. 4) Create an eligibility profile with the criteria of employees with 1 or more seniority in the company and add it to the absence type. 5) Select the qualified entitlements check box and set the evaluation rule to check for 30 days from the start date.

B. 1) Create an absence type using a childbirth or placement pattern. 2) Enable administrative updates. 3) Create, a

validation formula with the logic to evaluate if the "special absence" was taken 30 days before this absence and add it to the absence type. 4) Create an eligibility profile with the criteria of employees with 1 or more seniority in the company and add it to the absence type. 5) Configure the late notification evaluation rule according to the requirement of at least 30 days in advance of the start date.

C. 1) Create an absence type using a childbirth or placement pattern. 2) Enable administrative updates. 3) Create an eligibility profile with the criteria of employees with 1 or more seniority in the company and add it to the absence type. 4) Create an absence certification of type Documentation that prevents absence entry if linked absence of type Special absence exists in the previous 30 days.

D. 1) Create an absence type using a childbirth or placement pattern. 2) Enable administrative updates. 3) Create a validation formula with the logic to evaluate if the "special absence" was taken 30 days before this absence and add it to the absence type. 4) Create an eligibility profile with the criteria of employees with 1 or more seniority in the company and employees with "male" gender and add it to the absence type. 5) Configure the late notification evaluation rule according to the requirement of at least 30 days in advance of the start date.

Correct Answer: C

QUESTION 4

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 5

A customer requires an absence that the administrator creates on behalf of an employee and can specify the condition of the sickness of that employee. In addition to that, the employee should provide a certification from a doctor for the

absence. The administrator should ensure that the certification is provided on time.

Which configuration should you use to implement these requirements?

A. 1. Create an absence type using "Generic absence" pattern.

2.

 Enable administrative updates.

3.

 Add reason values.

4.

 Enable attachments and Reasons using Display Features.

B. 1. Create an absence type using the "Illness/injury" pattern.

2.

 Enable administrative updates.

3.

 Enable Special Conditions using Display Features.

4.

 Add an action item for certification.

C. 1. Create an absence type using the "Illness/injury" pattern.

2.

 Enable administrative updates.

3.

 Enable attachments and Special Conditions using Display Features.

D. 1. Create an absence type using the "Illness/injury" pattern.

2.

 Enable administrative updates.

3.

 Add reason values.

4.

 Enable attachments and Reasons using Display Features.

Correct Answer: D