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**QUESTION 1**

You create a semi-monthly repeating period with a sample start date of 15-June-2017. Which option contains the first two complete periods from 15-June-2017?

- A. 1) 15-June-2017 to 28-June-2017 2) 29-June-2017 to 13-July-2017
- B. 1) 30-June-2017 to 14-July-2017 2) 15-July-2017 to 30-July-2017
- C. 1) 15-June-2017 to 28-June-2017 2) 29-June-2017 to 12-July-2017
- D. 1) 30-June-2017 to 13-July-2017 2) 14-July-2017 to 29-July-2017
- E. 1) 15-June-2017 to 29-June-2017 2) 30-June-2017 to 14-July-2017

Correct Answer: E

QUESTION 2

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 limit the types of employees who have the certification auto-generated when an absence is created
- C. to prevent payment of qualified entitlements to ineligible employees
- D. to determine plan eligibility

Correct Answer: D

QUESTION 3

Which four components can be linked to an absence type when editing an absence type?

- A. Absence plans
- B. Absence categories
- C. Absence reasons
- D. Absence certifications
- E. Absence elements
- F. Eligibility profiles

Correct Answer: ABCD

**QUESTION 4**

What type of qualification plan term should you use in order for the plan term to equal the start and end dates of the scheduled absence?

- A. Absence Duration
- B. No Plan Term
- C. Rolling Forward
- D. Calendar Year
- E. Rolling Backward

Correct Answer: A

QUESTION 5

Which statement is true about absence patterns?

- A. You can modify the content of an absence pattern using the task "Manage Absence Patterns."
- B. Absence patterns help to visualize the trend or pattern of absence entries for a worker.
- C. Absence patterns control the fields that appear in the Manage Absence Types setup page.
- D. "Sickness" is one of the available absence patterns.

Correct Answer: C

Reference: <https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update17d/fauam/absence-types-reasons-and-categories.html#FAUAM1075875>

QUESTION 6

Which two statements are true regarding absence entry if an employee is assigned an Elapsed work schedule?

- A. You can record only one absence on a day.
- B. The employee enters the start date and end date and the system will auto generate the start and end date duration based on the schedule.
- C. The employee enters the start date and end date and the system will auto generate the start and end times based on the schedule.
- D. You cannot record an absence in Calendar Days.
- E. The employee enters an absence for one day, the system auto generates the duration but duration can be changed to report a partial day absence.

Correct Answer: BE

**QUESTION 7**

When setting the expiration details for a Compensatory Plan, which of the following is a valid option?

- A. Employee Termination
- B. Worked Period
- C. Ongoing
- D. End of Acquisition Week

Correct Answer: D

QUESTION 8

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 9**

An employee has the following three absence entries. 5 January 2018 to 07 January 2018 14 June 2018 to 16 June 2018 23 Nov 2018 to 25 Nov 2018 If the employee is chosen in the Person parameter of the Evaluate Absences job and the Effective Date parameter is 15 June 2018, then which of the absence entries would appear in the Absence drop-down menu?

- A. 23 Nov 2018 to 25 Nov 2018
- B. all the three absence entries
- C. 14 June 2018 to 16 June 2018
- D. 14 June 2018 to 16 June 2018 and 23 Nov 2018 to 25 Nov 2018
- E. none of the absence entries

Correct Answer: A

QUESTION 10

Which three statements are correct about absence reasons?

- A. They are used for grouping of absences.
- B. The same reason can be associated with multiple absence types.
- C. They are linked to a country.
- D. A default value is associated with the absence type.
- E. They can only be entered by the employee submitting the absence.
- F. They are an optional attribute of an absence.

Correct Answer: BDE

QUESTION 11

You create an Incremental accrual absence plan with a Monthly Accrual Processing Period, a flat accrual rate of 2.5 hours, a waiting period of 2 months, and a vesting period of 1 month. If a worker is found eligible for the plan as of a hire date of 01-Feb-2018, what will the Enrollment Start Date be set to on the Manage Absence Records page?

- A. 01-May-2018
- B. 01-Apr-2018
- C. 01-Mar-2018
- D. 01-Feb-2018



Correct Answer: D

Workers are enrolled into accrual plans as a result of employment and eligibility and disenrolled from accrual plans when they are terminated or plan eligibility ends. Define when you want to enroll or disenroll a worker in the Participation tab

of the Create Absence Plan page.

Configure the plan to:

Automatically enroll workers when they are hired or when a transfer event occurs. Use a formula if you want to consider other aspects or rules to determine when to enroll workers. Define a waiting period if you want newly enrolled workers to

start accruing time under that plan only after a specific amount of time elapses after the date of enrollment.

QUESTION 12

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: D

QUESTION 13

You need absence management to integrate with Fusion Payroll. What should you set up in Absences to implement this?

- A. Within the Absence Type, select and add an Absence Plan, and enable display features for the "Transfer absence payment information for payroll processing" and define the Element use for this integration.
- B. Within the Absence Plan, define all the rate rules for Absence Payment, Final Balance Payment, Disbursement, and Liability booking,
- C. Within the Absence Plan, select the "discretionary disbursements of accrual balance" check box and define the rate rules for Disbursement. Select the "Transfer absence payment information for payroll processing" check box.
- D. Within the Absence Plan, select the "Transfer absence payment information for payroll processing" check box and define the Element use for this integration.

Correct Answer: D

**QUESTION 14**

Your customer has a rule for Maternity entitlements according to which the qualification date is on the absence start date if actual dates are entered or if it is not entered, then the qualification date needs to be the event date (actual if available, or else, the planned date). Which formula should you use in the absence plan setup to achieve this?

- A. Global Absence Plan Roll Backward End
- B. Global Absence Plan Enrollment Start Date
- C. Global Absence Plan Duration
- D. Global Absence Plan Use Rate
- E. Global Absence Band Entitlement

Correct Answer: B

QUESTION 15

An employee who works 9-5 submits 8 hours for a Holiday absence and you notice that 8 is calculated at the absence type level but only 6 hours are deducted from the plan despite the employee having 10 hours available to use. Which formula type should you attach the logs to in order to determine why only six hours are being deducted from the plan?

- A. Global Absence Plan Use Rate
- B. Global Absence Type Duration
- C. Global Absence Entry Validation
- D. Global Absence Proration
- E. Global Absence Plan Duration

Correct Answer: C

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