Exam Questions 1z0-1047

Oracle Absence Management Cloud 2019 Implementation Essentials

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NEW QUESTION 1
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.

Answer: C

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

NEW QUESTION 2
If you want to modify the workers' payments when a certification requirement has passed its due date, what two rules can you select when you create the absence certification?

A. Override
B. Reevaluate
C. Revise
D. Stop Payments
E. Adjust
F. Retract

Answer: BC

Explanation:
Reference:
https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update17d/fauam/absence-certifications.html#FAUAM1096522

NEW QUESTION 3
Your customer has an absence type that is linked to an accrual plan and has "Deferred processing on
initial entry" enabled.
Which ESS job will you run to ensure that the accrual plan entries are created for the absence?

A. Update Accrual Plan Enrollments
B. Update Accrual Plan Entries
C. Evaluate Absences
D. Evaluate Certification Updates
E. Calculate Accruals and Balances

Answer: C

Explanation:
Reference:
https://docs.oracle.com/cloud/farel12/globalcs_gs/FAIAM/FAIAM1887400.htm#FAIAM1887400

NEW QUESTION 4
You defined a 3-month rolling-backward term in your qualification plan with the include overlap rule. You set up entitlement bands as shown below:
SequenceDurationPayment Percentage
1.)10 days100%
2.)10 days50%
You submit a 10-day absence. Another 4-day absence already exists which starts within 3 months earlier than the start date of the current absence.
Which option corresponds to the behavior in terms of entitlement usage, based on this configuration?

A. The 4-day absence will be booked at 50% pay and the current 10-day absence will be booked at 100% pay.
B. The 4-day absence will remain at 100% pay and the current 10-day absence will also be booked at 100% pay.
C. The system will not allow absence to be recorded due to insufficient entitlement balance.
D. The 4-day absence will remain at 100% pay and the current 10-day absence will be split with 6 days at 100% pay and 4 days at 50% pay.

Answer: D

NEW QUESTION 5
Your customer has a requirement that if the employee raises an absence request, it will go to the Line Manager for approval, whereas if anyone other than the employee raises an absence request, it should go to the Department Head (AOR) for approval.
How will you set up these rules?

A. You will create two rules as follows:absencesApproalsRequest.createdBy != absencesApprovalsRequest.empUserIdabsencesApprovalsRequest.createdBy = absencesApprovalsRequest.empUserId
B. You will create two rules as follows:getRepresentativeList.personId != getRepresentativeList.personIdgetRepresentativeList.personId = getRepresentativeList.personId
C. You will create two rules as follows:(getRepresentativeList.assignmentId ! = getRepresentativeList.assignmentId)(getRepresentativeList.assignmentId = getRepresentativeList.assignmentId)
D. You will create two rules as follows:(getRequestorInformationByUserNameResponse.businessUnit!=getRequestorInformationByUserNameResponse.businessUnit)(getRequestorInformationByUserNa meResponse.businessUnit !=getRequestorInformationByUserNameResponse.businessUnit)

Answer: A

NEW QUESTION 6
Which statement is true regarding absence workflow?

A. The same workflow configuration is applicable for an entire organization.
B. Workflow configurations are associated with legal entities.
C. Workflow configurations are associated with legislative data groups.
D. Workflow configurations are associated with legislation.

Answer: C

NEW QUESTION 7
Your client wants only those employees who have completed one year of service to be eligible for an absence type.
Which three configurations should you perform so that employees will not see this absence type until they are eligible?

A. Write a custom Participant and Rate Eligibility fast formula and check the length of service of employees in the formul
B. If they are eligible, then return eligible.
C. Write a custom Absence Validation fast formula and not allow employees to apply for leave if their length of service is less than 1 year.
D. Use the Hire date option that is available in the Eligibility Profile under employment.
E. 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.

Answer: ACD

NEW QUESTION 8
When assigning work schedules via Manage Work Schedule Assignment Administration task, which
level has the highest priority and which level the lowest?

A. Highest > Assignment; Lowest > Legal Employer
B. Highest > Assignment; Lowest > Enterprise
C. Highest > Person; Lowest > Enterprise
D. Highest > Legal Employer; Lowest > Person

Answer: D

NEW QUESTION 9
You defined a two-year rolling backward term in your qualification plan with UOM as calendar days. You set up bands that entitle workers to 50-days absence at payment percentage 100% and an additional 50 days at payment percentage 50%.
A worker took an absence for 92 days, from May 1, 2015 to July 31, 2015. The same worker schedules another absence using the same plan July 1, 2016 to July 30, 2016 for 30 days.
What is the available entitlement for this absence?

A. 50 working days at 100 percent and the next 8 working days at 50 percent
B. 8 working days at 50 percent
C. 0 working days at 100 percent and the next 0 working days at 50 percent
D. 50 working days at 100 percent and the next 50 working days at 50 percent
E. 8 working days at 100 percent

Answer: D

NEW QUESTION 10
You want to create an absence type that can be entered only by administrators. It has two plans that
will cascade (that is, after the balance of one consumed, then the balance of the second plan is consumed) and several valid reasons which the administrator can
add when recording the absence. How should you configure this absence type?

A. Enable administrative updates, add two plans with priority, add reason values, and select "Display only" for the Reason field under administrative transaction.
B. Enable administrative updates and employee updates, add two plans without priority, add reason values, and select "Display and edit" for the Reason field under administrative transaction.
C. Enable administrative updates, add two plans with priority, add reason values, and select "Display and edit" for the Reason field under administrative transaction.
D. Enable administrative updates and manager updates, add two plans with priority, add reason values, and select "Display and edit" for the Reason field under administrative transaction.

Answer: C

NEW QUESTION 10
Which are the different types of absence plans available?

A. Accrual Plan, Qualification Plan, and No Entitlement Plan
B. Accrual Plan and Qualification Plan
C. Holiday Plan, Sickness Plan, and Maternity Plan
D. Vacation Plan, Illness Plan, and Maternity Plan
E. Holiday Plan, Illness Plan, and Maternity/Adoption Plan

Answer: D

NEW QUESTION 11
A customer wants to manually terminate the enrollment of a worker from an accrual plan. Which
option should you use from the Enrollments and Adjustments list available in the Plan Participation region in Manage Absence Records?

A. Terminate enrollment
B. End enrollment
C. Delete enrollment
D. Update enrollment

Answer: C

NEW QUESTION 15
Which formula type allows you to specify custom rules for use within an Eligibility Profile?

A. Participation Eligibility
B. Participation and Rate Eligibility
C. Eligibility Profile
D. Eligibility Criteria

Answer: D

NEW QUESTION 16
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.
How much accrual will be available to an employee for use two months after he or she has been enrolled into the accrual plan?

A. 2.5
B. 10
C. 7.5
D. 5

Answer: D

NEW QUESTION 17
Which two statements are true regarding absence qualification plans?

A. They perform enrollments automatically during hiring.
B. They determine entitlements that employees are eligible for.
C. They calculate entitlement usages when an absence is recorded.
D. Employees are enrolled into plans when the Update Accrual Plan Enrollments process is run.

Answer: BC

NEW QUESTION 19
What are two valid Entitlement Definition Types for the Entitlement Attributes section?

A. Absence Duration
B. Formula
C. Matrix
D. Absence Start Date
E. As of Event
F. Qualification Date

Answer: DF

NEW QUESTION 22
An absence type has a Conversion formula attached that is hard coded to return the value 5. The
absence type is linked to an accrual plan that has no Conversion formula. An employee has an accrual balance of 30 Days. An absence is entered for 3 Days.
What does the accrual balance change to at the end of the absence entry?

A. 27
B. 30
C. 15
D. 25

Answer: A

NEW QUESTION 26
Your absence entry validation formula keeps failing when you try to submit an absence due to a
problem with the formula and, therefore, you are not able to submit the absence. Which two methods should you use to debug the validation formula?

A. 1) Submit the absence2) Run the "Evaluate Absence" process for the particular absence with the "Include trace statements in audit log" option enabled.
B. 1) Remove the validation formula2) Submit the absence.3) Edit the validation formula and add debug messages using ESS_LOG_WRITE.4) Add the validation formula back to the absence type and run the "Evaluate Absence" process for the particular absence with the "Include trace statements in audit log" option enabled.
C. 1) Add debug messages to a local variable in the formula.2) Assign the value of the local variable to the return variable ERROR_MESSAGE.3) Submit the absence to view the error message with the debug messages.

D. 1) Remove the validation formula.2) Submit the absence.3) Run the "Evaluate Absence" process for the particular absence with the "Include trace statements in audit log" option enabled.

Answer: AC

NEW QUESTION 27
Your customer wants to track overdue certifications of a Business Unit in a specific Legislative Data Group. As an absence administrator, how do you accomplish this?

A. Run the Reprocess Certifications process with an effective date, BU, and LDG as parameters.
B. Run the Evaluate Certification Updates process with an effective date, BU, and LDG as parameters.
C. Run the Evaluate Absences process with an effective date, BU, and LDG as parameters.
D. Run the Update Action Items process with an effective date, BU, and LDG as parameters.

Answer: B

NEW QUESTION 28
The accrual balance of a worker at the end of an accrual term is 7 days. The carryover limit for the
plan is 5 days. The carryover expiry is set to 3 months. The worker has taken 1.5 days of vacation in the first month of the new term. The repeating period of this incremental accrual plan has a Monthly frequency and the accrual granted during each period is 1.5 days.
What is the accrual balance at the end of the 6th month in this new term?

A. 12.5
B. 11
C. 10.5
D. 7.5
E. 9

Answer: C

NEW QUESTION 30
Your customer has requested that an absence should deduct additional entitlement from the absence plan on public holidays, for a specific population.
What kind of formula should you use in the absence plan setup to achieve this?

A. Conversion Formula
B. Accrual Formula
C. Duration Formula
D. Partial Accrual Period Formula
E. Accrual Proration Rule

Answer: B

NEW QUESTION 34
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