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Q&A

Exam   :   **1Z0-1047**

Title   :   Oracle Absence
Management Cloud 2019
Implementation Essentials

Version   :   DEMO

1.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
Answer: A

2.You configure a Holiday absence type with the "Insufficient Balance Enforcement" rule set to Not Enabled for administrative transactions and you associate it with an absence plan that has "Allow Negative Balance?" set to No.

Which outcome would occur if an administrator submits a Holiday with an absence type duration of 15 days for an employee who has only 10 days of balance left?

A. The absence errors out with error message "ANC-3405052: The absence plan and absence type must have compatible balance enforcement rules."
B. The absence submits successfully and 10 days are deducted from the absence plan balance.
C. The absence errors out with the error message "ANC-3405002: You cannot record this absence because your balance will fall below the configured minimum for this type of absence."
D. The absence errors out with error message "ANC-3405096: The selected plan does not have sufficient balance to complete the transaction."
E. The absence submits successfully and 10 days are deducted from the absence plan balance.
Answer: C

3.An employee is enrolled in the following accrual plans, both of which are linked to the same absence type:

Floating Holiday - Priority 100 - (Balance = 2 days), no negative balance allowed.

Vacation - Priority 200 - (Balance = 3 days), negative balance allowed with a limit of 2 days

Describe how a 7-day absence will be processed using this absence plan setup.

A. Decrease Vacation balance by 3 days and Floating Holiday balance by 2 days.

B. Decrease Floating Holiday balance by 2 days and Vacation balance by 3 days.

C. Decrease Floating Holiday balance by 2 days and Vacation balance by 5 days.

D. Decrease Floating Holiday balance by 2 days and Vacation balance by 2 days.

E. Decrease Vacation balance by 5 days and Floating Holiday balance by 2 days.

Answer: A

4.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.

Answer: C

5.Which is the parameter for limiting processing to a specific set of workers in the Evaluate Absence process?

A. Person Rule

B. Person Eligibility

C. Person Selection Rule

D. Person

E. Person Subset

Answer: D