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Oracle

1Z0-1047-21
Oracle Absence Management Cloud 2021 Implementation Essentials

Questions & Answers PDF

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Latest Version: 6.0

Question: 1

Yourclient has a requirement that only Employees with user person type as "Regular Employee" are eligible for absence plan.
Which two options are applicable?

A. Write a fast formula of type Global Absence Entry Validation and get user person type from this formula.
B. Create a Participant eligibility profile and select User person type from Person Type under Personal.
C. Writeafast formula of type Participantand Rate Eligibility, get userperson type from this formula, and attach this formula to an eligibility profile.
D. Create a Participant eligibility profile and select User person type from Person Type under Employment.

Answer: A,D

Question: 2

Which are the different types of absence plans available?

A. Holiday Plan, Illness Plan, Qualification, No Entitlement
B. Agreement Plan, Accrual Plan, Qualification Plan, Donation Plan, Compensatory and No Entitlement Plan
C. Accrual Plan, Holiday Plan, Qualification Plan, Donation Plan, Compensatory and No Entitlement Plan
D. Holiday Plan, Sickness Plan, and Maternity Plan
E. Agreement Plan, Accrual Plan, Qualification Plan, Shared Leave, Compensatory and No Entitlement Plan

Answer: B

Question: 3

Which are the types of Derived Factors that can be set up?

A. Age, Length of Service, Service, Compensation, Hours, and Full-Time Equivalent
B. Age, Length of Service, Age and Service, Compensations, Hours Worked and Work Category
C. Age, Length of Service, Service, Salary, Hours Worked, and Work Category

D. Age, Length of Service, Age and Service, Salary, Hours Worked, and Work Category
E. Age, Length of Service, Age and Service, Compensation, Hours Worked, and Full-Time Equivalent

Answer: E

Question: 4

Youcreate a semi-monthly repeating periodwitha sample start date of 15-June-2017.
Which option contains thefirsttwocomplete periodsfrom 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

Answer: E

Question: 5

A customer loaded the initial accrual balances using HDL. After the completion of this task, the
accrual balances are not visible in the Plan Participation region.
What shouldthecustomer do nextsothat the accrual balances are displayed inthe Plan Participation
region in Manage Absence Records?

A. Run the "Calculate Accruals and Balances" process.
B. Set the "Qualified Entitlements" display feature to "Enabled".
C. Set the "Projected Balances" display feature to "Enabled".
D. Run the "Evaluate Absences" process.

Answer: A

Question: 6

A business has set up an Incremental accrual plan with a Monthly Repeating period and a calendar
year period that runs from January to December. The accruals have already been run for an
employee till December. The employee had a grade change in June 3 as a result of which the accrual
band that the employee falls into has changed.
What is the earliest period for which the accrual could be run for this employee using the Calculate
Accruals and Balances ESS job to ensure that the accrual balance at the end of December reflects the
right value with the change in bands?

A. June
B. May
C. December
D. July
E. January

Answer: E

Question: 7

A customer created a public holiday on the 25-Dec-2018 (Tuesday) and assigned it to a geography to which an employee belongs to. However, the employees do not have a work schedule assigned. The employee records an absence from 24-Dec-2018 (Monday) to 26-Dec-2018 (Wednesday) using an absence type that measures duration in Days.
What will be the duration of the absence recorded?

A. Absence cannot be recorded without a work schedule
B. 4
C. 1
D. 2
E. 3

Answer: D

Question: 8

Youneedabsencemanagement tointegrate 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 displayfeaturesfor 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.

Answer: D

Question: 9

Acustomer has the following absencerecords:
Absence DatesAbsence Status
1) 01 April 2017 to 05 April 2017Submitted
2) 06 May 2017Submitted
3) 12 May 2017Withdrawn
4) 19 July 2017Awaiting approval
5) 20 August 2017 to 28 August 2017Submitted
6) 30 August 2017Save
Yourunthe"Evaluate Absence" processwithaneffective date of 02 April 2017.
Which absences will beprocessed?

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

Answer: B

Question: 10

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

Answer: A