

DUMPS ARENA

Oracle Absence Management Cloud 2022 Implementation Professional

Oracle 1z0-1047-22

Version Demo

Total Demo Questions: 10

Total Premium Questions: 100

Buy Premium PDF

<https://dumpsarena.co>

sales@dumpsarena.co

sales@dumpsarena.co
dumpsarena.co

QUESTION NO: 1

Which two are valid qualification plan term types? (Choose two.)

- A. Formula
- B. Calendar Year
- C. Anniversary
- D. Rolling Forward
- E. Absence Period

ANSWER: B D

QUESTION NO: 2

You run the “Evaluate absences” process for a specific employee with an effective date of 13 July 2017.

The accrual plan term begins on the 1st of January.

The employee has the following approved absence records:

Which absence records are re-evaluated?

- A. 1, 2 & 3
- B. 2
- C. 2, 3 & 4
- D. 1, 2, 3 & 4
- E. 2 & 3

ANSWER: E

QUESTION NO: 3

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 absence 2) Run the “Evaluate Absence” process for the particular absence with the “Include trace statements in audit log” option enabled.

B. 1) Remove the validation formula.2) 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: A C

QUESTION NO: 4

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

ANSWER: D

QUESTION NO: 5

Which two statements are correct about absence types? (Choose two.)

- A.** Define absence payment information to transfer for payroll processing.
- B.** Define waiting period for newly enrolled workers.
- C.** Determine the type of adjustments Human Resources specialists can make during maintenance of absence records.
- D.** Control the appearance of user interfaces.
- E.** Include rules to enforce when users record or manage an absence of that type.

ANSWER: D E

QUESTION NO: 6

Which three statements are true about absence management? (Choose three.)

- A.** Absence plans push data into the Calculation card.
- B.** Absence Management tracks monetary balances.

- C. Absence Management uses elements for calculating entitlements or maintaining accrual balances.
- D. Absence types push data into Absence cards.
- E. Absence Plans are the bridges between Absence Management and Global Payroll.
- F. Absence Management is responsible for accrual, balances, and entitlements calculation.

ANSWER: A C F

QUESTION NO: 7

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

QUESTION NO: 8

Which three are true statements about Absence and Payroll integration?

- A. The Absence Element Template creates all of the attributes required to process absences through payroll.
- B. The options available for configuration vary depending on the legislation chosen when creating absence plans.
- C. The setup required in payroll may vary depending on payroll localization.
- D. The options available for configuration are the same for all the legislations when creating absence plans.

ANSWER: A B C

QUESTION NO: 9

What is the difference between an absence type and an absence plan?

- A. Absence types are used to record absence entries whereas absence plans are used to grant and deduct entitlements.
- B. Absence types can be seen only by employees whereas absence plans can be seen only by administrators.
- C. Absence types can be grouped under Absence Reasons whereas absence plans are grouped under absence categories.
- D. Absence types are linked to payroll elements whereas absence plans only calculate entitlements.

ANSWER: A**QUESTION NO: 10**

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

ANSWER: A