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**Exam** : **1z1-1047**

**Title** : Oracle Absence Management  
Cloud 2019 Implementation  
Essentials

**Vendor** : Oracle

**Version** : DEMO

**NO.1** Which three statements about the "Selected dates" frequency are true?

- A. An employee can schedule a short or long period of absence as long as the dates are continuous.
- B. The system defaults to time or duration according to the employee's work schedule.
- C. An employee can override the time or duration of each date entered if the partial day rule is set to Unlimited for the absence type.
- D. An employee can only schedule dates that are not continuous to each other.
- E. An employee can submit each date within the absence record for approval separately.
- F. An employee can determine the job or assignment where the absence belongs to.

**Answer:** A,B,F

**NO.2** An employee is enrolled into a plan on future date 01-Jan-2090. HR searches for the employee on a date earlier than 01-Jan-2090 as a result of which the enrollment does not appear by default (because the status is Inactive). HR goes ahead and tries to add a new enrollment to the same plan as of current date.

What is the result of this action assuming accrual has not been run for the old enrollment?

- A. The plan is not available in the drop-down menu for adding new enrollment.
- B. This results in two enrollments.
- C. This results in one enrollment with the new enrollment start date.
- D. The system throws an error saying an enrollment already exists.

**Answer:** B

**NO.3** How do you configure an absence type to allow employees to attach documents when recording absences?

- A. You cannot attach documents to absence entries in self-service.
- B. Attach a Certification of type "Documentation".
- C. Attach an Action Item of type "Documentation".
- D. Set the Display Feature "Attachments" to "Enabled".

**Answer:** D

**NO.4** Which two accrual plan adjustment reasons come seeded with the application?

- A. Clerical Error
- B. Accrued
- C. Other
- D. Migrated
- E. Compensatory
- F. Deduction

**Answer:** A,E

**NO.5** You selected the "Evaluate remaining entitlement without absence record" check box on the Participation tab of the Create Absence Plan page for a qualification plan whose term is Calendar Year. This enables HR specialists to\_\_\_\_\_.

- A. view partial plan entitlements when a worker applies for multiple absences and all of the absences fall in different payment percentages

- B.** view complete qualification plan entitlement details defined for a worker, even without an absence record.
- C.** view partial plan entitlements when a worker applies for only a single absence for the plan
- D.** view partial plan entitlements when a worker applies for multiple absences and all of the absences fall in the same payment percentage

**Answer:** B

**NO.6** Your client wants only those employees who have completed one year of service to be eligible for an absence type.

Which two configurations should you perform so that employees will not see this absence type until they are eligible? (Choose two.)

- A.** Set the Waiting Period field on the Participation page to one year from the Enrollment Start Date.
- B.** Set the Vesting Rule, duration and UOM on the Accrual Attributes page to .Elapsed Period, 1, Years.
- C.** Use the Hire date option that is available in the Eligibility Profile under employment.
- D.** 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 on the participation page.

**Answer:** C,D

**NO.7** Which three statements are true about absence management? (Choose three.)

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

**Answer:** C,D,E

**NO.8** Your customer has many absence entries in the system that they want to withdraw using HDL. Which command should you pass in the load file to withdraw all of these entries?

- A.** UPDATE
- B.** MERGE
- C.** WITHDRAW
- D.** DELETE
- E.** CREATE

**Answer:** C

**NO.9** Your customer has a requirement where the rate to be used for converting the accrual units to the required units for payroll processing is based on the years of service of the worker. If the length of service is between 0 to 1 years, then the rate to be used for multiplying is 1. If the length of service is between 1 to 2 years, the rate to be used is 2 and so on. The customer has configured rate definitions for each of these rates individually.

You are asked to compose a fast formula that determines the length of service of the worker and dynamically uses the correct rate multiplier for rate calculation. The customer has created a rate

definition by the name of

"5YEAR RATE" which has the required rate multiplier value of "5" and a rate\_id of "31000931415151".

What value should your Global Plan Use Rate formula return for a worker who has 4.3 years of service to ensure that the right converted value is finally sent to payroll?

- A. 5 YEAR RATE
- B. Multiply accrual by 5 and return final value
- C. 31000931415151
- D. 5

**Answer:** B

**NO.10** You created an absence plan that allows negative balance and set the carryover rule to Flat Amount = 5 days.

Employee X has 10 days of entitlement left at the end of the leave year.

Employee Y has -5 days of entitlement left at the end of the leave year.

How much balance would employees X and Y carry over into the new leave year?

- A. X carries 5 days and Y carries 0 days.
- B. X carries 5 days and Y carries -5 days.
- C. Y carries 0 days and X carries -5 days.
- D. X carries 10 days and Y carries 0 days.
- E. X carries 5 days and Y carries 5 days.

**Answer:** B