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Oracle Absence Management Cloud 2022 Implementation Professional

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QUESTION NO: 1

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: 2

A customer set up the certification requirement for an absence. After scheduling the absence for a subordinate, the line manager wants to add a certification requirement as an action item, but is unable to do it.

Identify the reason for this.

- A. You can add the certification requirement to appear as an action item only during the manual absence enrollment process.
- B. Line managers can add the certification requirement, on demand, as an action item when they approve the absence;
- C. Only HR Specialists can add the certification requirement, on demand, as an action item when they schedule an absence.
- D. Only workers can add the certification requirement, on demand, as an action item when they schedule an absence.
- E. Line managers can configure the certification requirement to appear as an action item after completion of the absence.

ANSWER: B

QUESTION NO: 3

Identify three actions that you cannot perform through a spreadsheet load.

- A. associating eligibility profile with an absence plan
- B. editing existing absence objects
- C. creating up to five accrual bands for a single accrual plan
- D. creating Absence Certifications
- E. loading an absence with the childbirth or placement pattern

F. associating up to five absence plans with a single absence type

ANSWER: B C E

QUESTION NO: 4

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

ANSWER: A

QUESTION NO: 5

Which four components can be linked to an absence type when editing an absence type?

- A. Absence plans
- B. Absence categories
- C. Absence reasons
- D. Absence certifications
- E. Absence elements
- F. Eligibility profiles

ANSWER: A B C D

QUESTION NO: 6

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: B C

QUESTION NO: 7

Which three statements about the "Selected dates" frequency are true?

- A. 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.
- B. The system defaults to time or duration according to the employee's work schedule.
- C. An employee can schedule a short or long period of absence as long as the dates are continuous.
- 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: B C F

QUESTION NO: 8

If you want to modify the workers' payments when a certification requirement has passed its due date, what three rules can you select when you create the absence certification? (Choose three.)

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

ANSWER: C D E

Explanation:

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

QUESTION NO: 9

A customer has the following absence records:

Absence Dates Absence Status

- 1) 01 April 2017 to 05 April 2017 Submitted
- 2) 06 May 2017 Submitted
- 3) 12 May 2017 Withdrawn
- 4) 19 July 2017 Awaiting approval
- 5) 20 August 2017 to 28 August 2017 Submitted
- 6) 30 August 2017 Save

You run the "Evaluate Absence" process with an effective date of 02 April 2017.

Which absences will be processed?

- 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 NO: 10

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