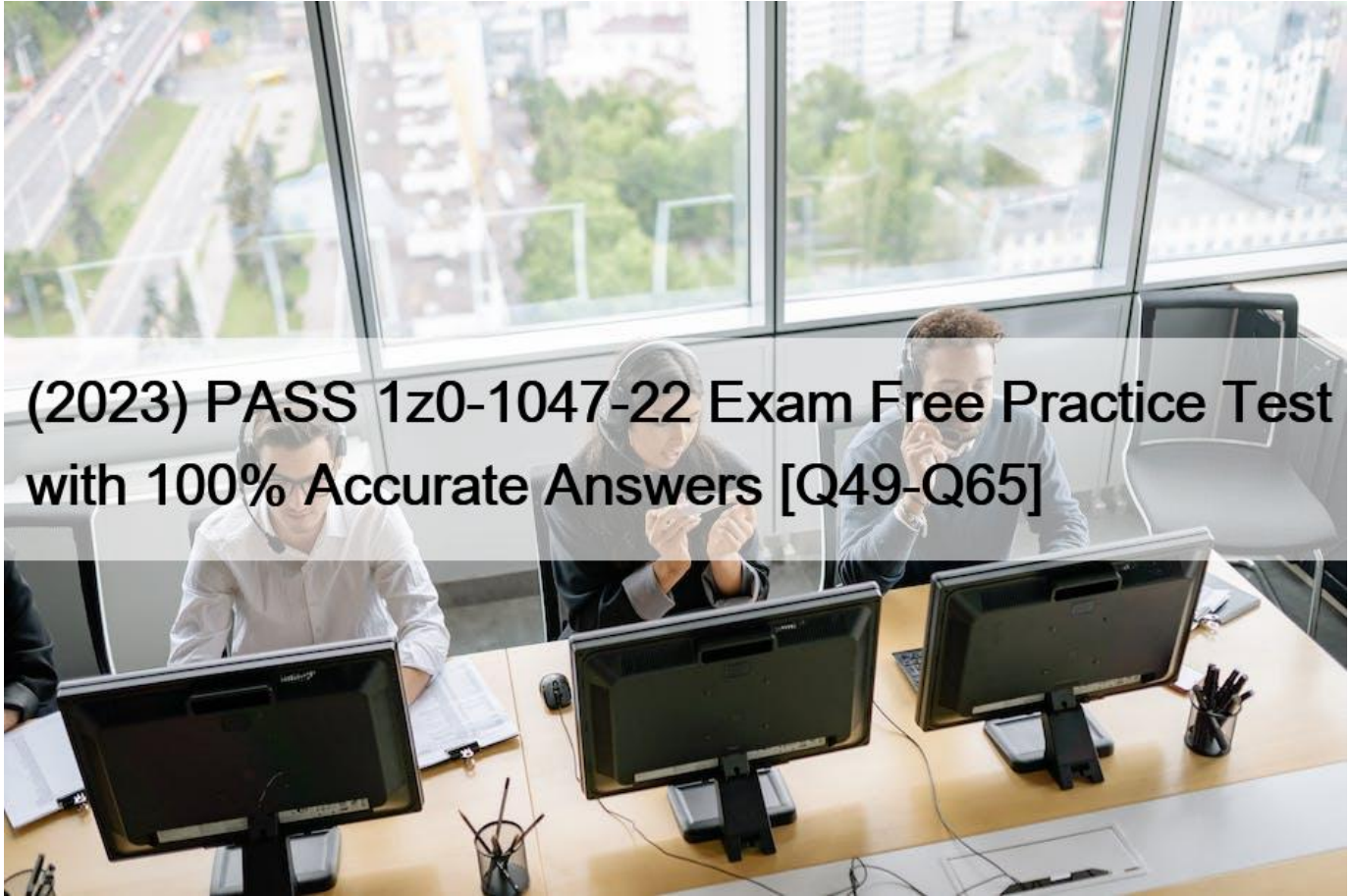


(2023) PASS 1z0-1047-22 Exam Free Practice Test with 100% Accurate Answers [Q49-Q65]



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Candidates who pass the Oracle 1z0-1047-22 certification exam will gain recognition as an Oracle Absence Management Cloud 2022 Implementation Professional. This certification validates their expertise in implementing and managing absence management solutions using Oracle Absence Management Cloud. It also demonstrates their commitment to their profession and their willingness to stay up-to-date with the latest industry standards.

NEW QUESTION 49

Your customer has requested that an absence should deduct additional entitlement from the absence plan on public holidays, for a specific population.

What kind of formula should you use in the absence plan setup to achieve this?

- * Conversion Formula

- * Accrual Formula
- * Duration Formula
- * Partial Accrual Period Formula
- * Accrual Proration Rule

NEW QUESTION 50

Your organization has expressed that the expiration of compensatory time needs to be overridden on an ad hoc basis.

Which two user types can be granted this ability? (Choose two.)

- * Employee
- * Manager
- * IT Security Manager
- * Administrator
- * Implementer

NEW QUESTION 51

Your customer wants a certification that will be due 10 calendar days after start date of the absence. The customer also wants to change a worker's entitlement to 50% of pay as of the absence start date when the certification requirement has passed its due date. When the worker completes the requirement, the customer wants the system to recalculate the entitlements from the absence start date.

How do you meet this requirement?

* 1. Define an absence certification with Classification of Entitlement as follows: 1. Configure Creation: Trigger on absence submit 2. Configure Passage of Due Date with following values: Due Date Rule “Calculate Date”; Reference Date “Absence Start Date”; Duration “10”; UoM “Calendar days”; Entitlement Reevaluation Rule “As of Absence Start Date”; Entitlement Update Rule “Override; Revised Payment Percentage “50”; 3. Configure Confirmation with following values: Entitlement Reevaluation Rule “As of Absence Start Date”; Entitlement Update Rule “Override”; 2. Associate the defined certification requirements with the Absent Type.

* 1. Define an absence certification with Classification of Entitlement as follows: 1. Configure Creation: Trigger on absence submit 2. Configure Passage of Due Date with following values: Due Date Rule “Calculate Date”; Reference Date “Absence Start Date”; Duration “10”; UoM “Calendar days”; Entitlement Reevaluation Rule “As of Absence Start Date”; Entitlement Update Rule “Override; Revised Payment Percentage “50”; 3. Configure Expiration with following values: Entitlement Reevaluation Rule “As of Absence Start Date”; Entitlement Update Rule “Recalculate”; 2. Associate the defined certification requirements with the Absence Type.

* 1. Define an absence certification with Classification of Entitlement as follows: 1. Configure Creation: Trigger on absence submit 2. Configure Passage of Due Date with following values: Due Date Rule “Calculate Date”; Reference Date “Absence Start Date”; Duration “10”; UoM “Calendar days”; Entitlement Reevaluation Rule “As of Absence Start Date”; Entitlement Update Rule “Override; Revised Payment Percentage “50”; 3. Configure Confirmation with following values: Entitlement Reevaluation Rule “As of Absence Start Date”; Entitlement Update Rule “Recalculate”; 2. Associate the defined certification requirements with the Absent Plan.

* 1. Define an absence certification with Classification of Entitlement as follows: 1. Configure Creation: Trigger on absence submit 2. Configure Passage of Due Date with following values: Due Date Rule “Calculate Date”; Reference Date “Absence Start Date”; Duration “10”; UoM “Calendar days”; Entitlement Reevaluation Rule “As of Absence Start Date”; Entitlement Update Rule “Override; Revised Payment Percentage “50”; 3. Configure Confirmation with following values: Entitlement Reevaluation Rule

As of Absence Start Date; Entitlement Update Rule; Recalculate; 2. Associate the defined certification requirements with the Absent Type.

NEW QUESTION 52

You configured a donation plan in your organization for workers to donate accrual plan balances to coworkers. But when a donation was initiated by one of the workers, the accrual plan could NOT identify the donation plan.

Which two are possible reasons the accrual plan failed to identify the donation plan? (Choose two.)

- * You need to create donation and compensatory plans to initiate the donation.
- * The worker receiving the donation, needing additional time off, was not enrolled to the donation plan.
- * The unit of measure for the donation and accrual plans is different.
- * The worker receiving the donation, needing additional time off, was not enrolled to the accrual plan.
- * The plan limits for the donation and accrual plans are different.

NEW QUESTION 53

Which statement is true about absence patterns?

- * You can modify the content of an absence pattern using the task; Manage Absence Patterns;
- * Absence patterns help to visualize the trend or pattern of absence entries for a worker.
- * Absence patterns control the fields that appear in the Manage Absence Types setup page.
- * ; Sickness; is one of the available absence patterns.

NEW QUESTION 54

After running the calculate accrual process, you notice that 100 employees' balances have not been updated despite the process running to a successful status. Your customer has requested that the process should fail if any employee is in error.

What absence batch parameter should you decrease to achieve this requirement?

- * Errors
- * Chunk Size
- * Thread Count
- * Thread Size
- * Minimum Errors
- * Total Threads
- * Maximum Errors

NEW QUESTION 55

When creating a Rate Definition to tie to an Absence Accrual Plan, what rate type category would be selected if the value needs to be retrieved from one or more payroll balances?

- * Derived Rate
- * Value by Criteria
- * Element
- * Formula
- * None of the Above

NEW QUESTION 56

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

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

NEW QUESTION 57

Which two accrual plan adjustment reasons come seeded with the application?

- * Clerical Error
- * Compensatory
- * Deduction
- * Migrated
- * Accrued
- * Other

NEW QUESTION 58

Which three rules can be configured when you create a donation absence plan in accordance with leave policy of your enterprise?

(Choose three.)

- * Disbursement
- * Vesting Period
- * Balance Updates
- * Unit of Measure
- * Balance Transfers

NEW QUESTION 59

Your customer has an absence type that is linked to an accrual plan and has `“Deferred processing on initial entry”` enabled.

Which ESS job will you run to ensure that the accrual plan entries are created for the absence?

- * Update Accrual Plan Enrollments
- * Update Accrual Plan Entries
- * Evaluate Absences
- * Evaluate Certification Updates
- * Calculate Accruals and Balances

NEW QUESTION 60

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?

- * Absence Duration
- * No Plan Term
- * Rolling Forward
- * Calendar Year
- * Rolling Backward

NEW QUESTION 61

Select two correct return variables for the Global Absence Plan Entitlement formula.

- * BAND1QUALIFICATION
- * BAND1ENTITLEMENT
- * BAND1PAYFACTOR
- * BAND1PAYPERCENTAGE

NEW QUESTION 62

What action can you not perform when working with certifications of the “Documentation” classification?

- * storing multiple attachments
- * reevaluating entitlement
- * marking a certification as overdue
- * creating the certification automatically

NEW QUESTION 63

Which statement is true regarding absence workflow?

- * The same workflow configuration is applicable for an entire organization.
- * Workflow configurations are associated with legal entities.
- * Workflow configurations are associated with legislative data groups.
- * Workflow configurations are associated with legislation.

NEW QUESTION 64

What are the tasks that you need to perform to create an absence element to integrate with Payroll?

- * Go to Manage Elements, create an absence element, complete absence detail questions, complete accrual liability and balance payment questions, complete absence payment questions, submit the element, and create element eligibility records and cost distributions.
- * Go to Manage Elements, create an absence element, complete absence detail questions, complete accrual liability and balance payment questions, complete absence payment questions, and create element eligibility records and cost distributions.
- * Go to Manage Elements, create an absence element, complete absence detail questions, complete accrual liability and balance payment questions, complete absence payment questions, submit the element, select costing type, and create element eligibility records and cost distributions.
- * Go to Manage Elements, create an absence element, complete absence detail questions, complete accrual liability and balance payment questions (only if you transfer accrual balances), complete absence payment questions, submit the element, and create element eligibility records and cost distributions.

NEW QUESTION 65

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?

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

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