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1Z0-1047-21 Certification Overview Latest 1Z0-1047-21 PDF Dumps

NEW QUESTION 54

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

- * Age, Length of Service, Service, Compensation, Hours, and Full-Time Equivalent
- * Age, Length of Service, Age and Service, Compensations, Hours Worked and Work Category
- * Age, Length of Service, Service, Salary, Hours Worked, and Work Category
- * Age, Length of Service, Age and Service, Salary, Hours Worked, and Work Category
- * Age, Length of Service, Age and Service, Compensation, HoursWorked, and Full-Time Equivalent

NEW QUESTION 55

Your customer has a rule for Maternity entitlements according to which the qualification date is on the absence start date if actual dates are entered or if it is not entered, then the qualification date needs to be the eventdate (actual if available, or else, the planned date).

Which formula should you use in the absence plan setup to achieve this?

- * Global Absence Plan Roll Backward End
- * Global Absence Plan Enrollment Start Date
- * Global Absence Plan Duration
- * Global Absence Plan Use Rate

* Global Absence Band Entitlement

NEW QUESTION 56

Which statement describes the function of a documentation certification?

- * It provides a method for managers to forward employee forms to administrators.
- * It provides a method for employees to provide doctors' notes and other forms to managers.
- * It monitors planned return to work and reinstatement of employment.
- * It tracks receipt of documentation and related due dates by administrators.

NEW QUESTION 57

How do you configure an absence type to allow employees to attach documents when recording absences?

- * Attach a Certification of type Documentation;
- * You cannot attach documents to absence entries in self-service.
- * Attach an Action Item of type Documentation;
- * Set the Display Feature Attachments; to Enabled;

NEW QUESTION 58

You create an Incremental accrual absence plan with a Monthly Accrual Processing Period, a flat accrual rate of 2.5 hours, a waiting period of 2 months, and a vesting period of 1 month.

If a worker is found eligible for the plan as of a hire date of 01-Feb-2018, what will the Enrollment Start Date be set to on the Manage Absence Records page?

- * 01-May-2018
- * 01-Apr-2018
- * 01-Mar-2018
- * 01-Feb-2018

Explanation

Workers are enrolled into accrual plans as a result of employment and eligibility and disenrolled from accrual plans when they are terminated or plan eligibility ends. Define when you want to enroll or disenroll a worker in the Participation tab of the Create Absence Plan page.

Configure the plan to:

Automatically enroll workers when they are hired or when a transfer event occurs.

Use a formula if you want to consider other aspects or rules to determine when to enroll workers.

Define a waiting period if you want newly enrolled workers to start accruing time under that plan only after a specific amount of time elapses after the date of enrollment.

NEW QUESTION 59

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

- * Absence types are used to record absence entries whereas absence plans are used to grant and deduct entitlements.
- * Absence types can be seen only by employees whereas absence plans can be seen only by administrators.
- * Absence types can be grouped under Absence Reasons whereas absence plans are grouped under absence categories.

- * Absence types are linked to payroll elements whereas absence plans only calculate entitlements.

NEW QUESTION 60

Identify three actions that you cannot perform through spreadsheet load.

- * associating eligibility profile with an absence plan
- * editing existing absence objects
- * creating up to five accrual bands for a single accrual plan
- * creating Absence Certifications
- * loading an absence with the childbirth or placement pattern
- * associating up to five absence plans with a single absence type

NEW QUESTION 61

When setting the expiration details for a Compensatory Plan, which of the following is a valid option?

- * Employee Termination
- * Worked Period
- * Ongoing
- * End of Acquisition Week

NEW QUESTION 62

Identify three adjustment types that can be avoided via the administrative task Update Balance Details.

- * Final disbursement
- * Transferred balance
- * Other adjustments
- * Carryover
- * Periodic accruals
- * Discretionary disbursement

NEW QUESTION 63

You create a semi-monthly repeating period with a sample start date of 15-June-2017.

Which option contains the first two complete periods from 15-June-2017?

- * 1) 15-June-2017 to 28-June-2017 2) 29-June-2017 to 13-July-2017
- * 1) 30-June-2017 to 14-July-2017 2) 15-July-2017 to 30-July-2017
- * 1) 15-June-2017 to 28-June-2017 2) 29-June-2017 to 12-July-2017
- * 1) 30-June-2017 to 13-July-2017 2) 14-July-2017 to 29-July-2017
- * 1) 15-June-2017 to 29-June-2017 2) 30-June-2017 to 14-July-2017

NEW QUESTION 64

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 65

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:

Sequence Duration Payment Percentage

1.) 10 days 100%

2.) 10 days 50%

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?

- * The 4-day absence will be booked at 50% pay and the current 10-day absence will be booked at 100% pay.
- * The 4-day absence will remain at 100% pay and the current 10-day absence will also be booked at 100% pay.
- * The system will not allow absence to be recorded due to insufficient entitlement balance.
- * 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.

NEW QUESTION 66

Which four statements about discretionary balance disbursements are false?

- * After you perform a balance disbursement, it goes through approval.
- * You can perform balance disbursements for all types of absence plans.
- * Managers can perform balance disbursement through self-service.
- * Administrators can perform balance disbursements through administrative tasks.
- * You can perform balance disbursements for accrual plans only.
- * Employees can perform balance disbursements through self-service.

NEW QUESTION 67

You have a requirement where you need to add an extra month's salary to the annualized base salary in a rate definition.

One example employee has an annual amount on his or her base salary element entry as 36,000. The 13th month salary would therefore be 3,000 (36000/12).

For this requirement, what periodicity should you select for the total returned rate details section on the Create Rate Definitions page?

- * Lunar Month
- * Monthly
- * Annually
- * Semi Annually
- * Daily
- * Calendar Month

NEW QUESTION 68

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

- * Absence plans
- * Absence categories
- * Absence reasons
- * Absence certifications
- * Absence elements
- * Eligibility profiles

NEW QUESTION 69

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 70

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 71

You want to implement public holidays and would like to avoid having to change the work schedule if a public holiday is added or changed.

How do you achieve this?

- * Create Resource Exceptions and assign them within the work schedule.
- * Create Calendar Events with Public Holiday as category and assign that calendar event category as an exception within the work schedule.
- * Create Calendar Events with Public Holiday as category and assign each of them as exceptions within the work schedule.
- * Create Calendar Events as Resource Exceptions and assign them within the work schedule.
- * Create Calendar Events and assign them as exceptions within the work schedule.

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