[2023 1z0-1047-22 Actual Exam Dumps, 1z0-1047-22 Practice Test [Q18-Q38
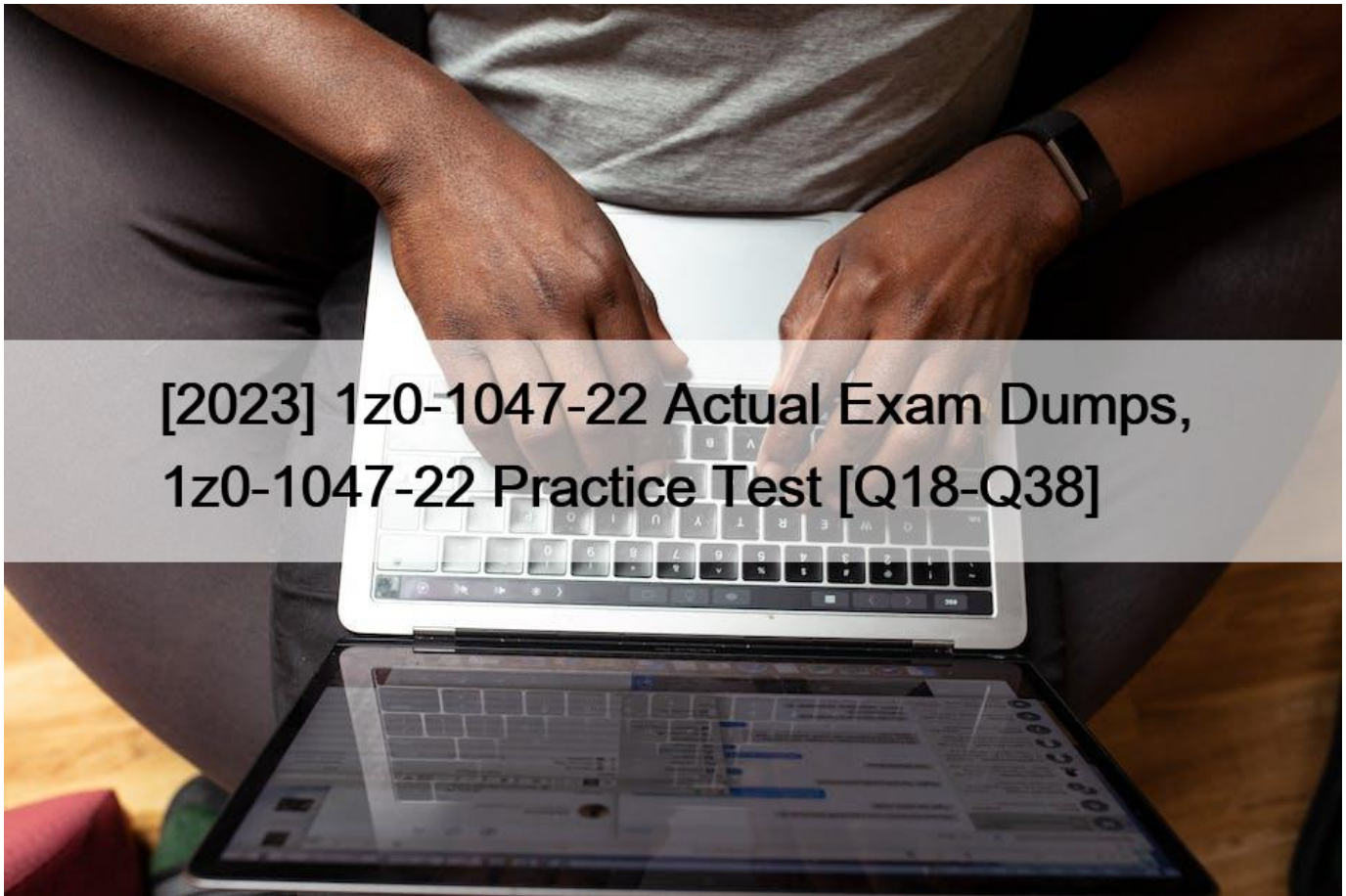

[2023] 1z0-1047-22 Actual Exam Dumps, 1z0-1047-22 Practice Test
ValidBraindumps 1z0-1047-22 dumps & Oracle Fusion Absence Management Cloud Service sure practice dumps

NO.18 How do you set up varied payment percentages for an absence period for workers, based on the length of service for a qualification absence plan?
* Configure payroll formula to determine the payment percentage for the qualification band level.
* Use eligibility profiles to control the payment percentage that workers are eligible to in a plan.
* Payment percentages cannot vary between workers in the same plan.
* Specify the payment percentages in the Qualification Band Matrix and Qualification Details.

NO.19 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?
* 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.

NO.20 Which are the different types of absence plans available?
* Holiday Plan, Illness Plan, Qualification, No Entitlement
* Agreement Plan, Accrual Plan, Qualification Plan, Donation Plan, Compensatory and No Entitlement Plan
* Accrual Plan, Holiday Plan, Qualification Plan, Donation Plan, Compensatory and No Entitlement Plan
* Holiday Plan, Sickness Plan, and Maternity Plan
* Agreement Plan, Accrual Plan, Qualification Plan, Shared Leave, Compensatory and No Entitlement Plan

NO.21 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

NO.22 Your client has a requirement that only Employees with user person type as “Regular Employee” are eligible for absence plan.

Which two options are applicable?
* Write a fast formula of type Global Absence Entry Validation and get user person type from this formula.
* Create a Participant eligibility profile and select User person type from Person Type under Personal.
* Write a fast formula of type Participant and Rate Eligibility, get user person type from this formula, and attach this formula to an eligibility profile.
* Create a Participant eligibility profile and select User person type from Person Type under Employment.

NO.23 Which formula type allows you to specify custom rules for use within an Eligibility Profile?
* Participation Eligibility
* Participation and Rate Eligibility
* Eligibility Profile
* Eligibility Criteria

NO.24 When assigning work schedules via Manage Work Schedule Assignment Administration task, which level has the highest priority and which level the lowest?
* Highest > Assignment; Lowest > Legal Employer
* Highest > Assignment; Lowest > Enterprise
* Highest > Person; Lowest > Enterprise
* Highest > Legal Employer; Lowest > Person

NO.25 Your organization indicates that the ceiling amount of donated entitlement varies according to length of service.

Which ceiling rule type should be used?

* No Limit
* Formula
* Flat Amount
* Derived Factor

NO.26 The accrual balance of a worker at the end of an accrual term is 7 days. The carryover limit for the plan is 5 days. The carryover expiry is set to 3 months. The worker has taken 1.5 days of vacation in the first month of the new term. The repeating period of this incremental accrual plan has a Monthly frequency and the accrual granted during each period is 1.5 days.

What is the accrual balance at the end of the 6th month in this new term?
* 12.5
* 11
* 10.5
* 7.5
* 9

NO.27 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

NO.28 What is the purpose of an eligibility profile on a certification definition?
* to allow overrides of a payment percentage for eligible employees
* to limit the types of employees who have the certification auto-generated when an absence is created
* to prevent payment of qualified entitlements to ineligible employees
* to determine plan eligibility

NO.29 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?
* 50 working days at 100 percent and the next 50 working days at 50 percent
* 8 working days at 100 percent
* 50 working days at 100 percent and the next 8 working days at 50 percent
* 0 working days at 100 percent and the next 0 working days at 50 percent
* 8 working days at 50 percent

NO.30 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.)
* Adjust
* Revise
* Recalculate

* Retract
* Override
* Stop Payments

NO.31 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 event date (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

NO.32 When an absence gets approved before its start date, what status does it change to?
* Saved
* In Progress
* Reviewed
* Accepted
* Completed
* Scheduled
https://docs.oracle.com/en/cloud/saas/human-resources/20c/fauam/absence-recording.html#FAUAM1096587

NO.33 Your customer wants to track overdue certifications of a Business Unit in a specific Legislative Data Group. As an absence administrator, how do you accomplish this?
* Run the Reprocess Certifications process with an effective date, BU, and LDG as parameters.
* Run the Evaluate Certification Updates process with an effective date, BU, and LDG as parameters.
* Run the Evaluate Absences process with an effective date, BU, and LDG as parameters.
* Run the Update Action Items process with an effective date, BU, and LDG as parameters.

NO.34 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.
* You can add the certification requirement to appear as an action item only during the manual absence enrollment process.
* Line managers can add the certification requirement, on demand, as an action item when they approve the absence;
* Only HR Specialists can add the certification requirement, on demand, as an action item when they schedule an absence.
* Only workers can add the certification requirement, on demand, as an action item when they schedule an absence.
* Line managers can configure the certification requirement to appear as an action item after completion of the absence.

NO.35 Which two accrual plan adjustment reasons come seeded with the application?
* Clerical Error
* Compensatory
* Deduction
* Migrated
* Accrued
* Other

NO.36 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 submit2. Configure Passage of Due Date with following values: Due Date Rule “Calculate Date”;Reference Date “Absence Start Date”; Duration “10”; UoM “Calendar days”; EntitlementReevaluation 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.

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* 1. Define an absence certification with Classification of Entitlement as follows:1. Configure Creation: Trigger on absence submit2. Configure Passage of Due Date with following values: Due Date Rule “Calculate Date”;Reference Date “Absence Start Date”; Duration “10”; UoM “Calendar days”; EntitlementReevaluation 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.

NO.37 Which two statements are true regarding absence qualification plans?
* They perform enrollments automatically during hiring.
* They determine entitlements that employees are eligible for.
* They calculate entitlement usages when an absence is recorded.
* Employees are enrolled into plans when the Update Accrual Plan Enrollments process is run.

NO.38 You want to create an absence type that can be entered only by administrators. It has two plans that will cascade (that is, after the balance of one consumed, then the balance of the second plan is consumed) and several valid reasons which the administrator can add when recording the absence.

How should you configure this absence type?
* Enable administrative updates and employee updates, add two plans without priority, add reason values, and select “Display and edit” for the Reason field under administrative transaction.
* Enable administrative updates and manager updates, add two plans with priority, add reason values, and select “Display and edit” for the Reason field under administrative transaction.
* Enable administrative updates, add two plans with priority, add reason values, and select “Display only” for the

Reason field under administrative transaction.

* Enable administrative updates, add two plans with priority, add reason values, and select “Display and edit” for the Reason field under administrative transaction.

Oracle 1z0-1047-22 Exam Syllabus Topics:

TopicDetailsTopic 1- Explain and execute Absence Management processes- Oracle Absence Management Cloud OverviewTopic 2- Set up Certifications (document and entitlement change types) within Absence Type- Describe the setup components of Absence ManagementTopic 3- Describe the types of absence plans available in Absence Management- Integrate Absence Management and Global PayrollTopic 4- Describe the setup tasks required to integrate with Global Payroll- Describe the difference between Absence Type and Absence PlanTopic 5- Set up rate definitions in Absence Management- Describe the main features of Absence ManagementTopic 6- Create Compensatory time and Donation plans- Create absence qualification plans- Configure eligibility profilesTopic 7- Explain the absence management processes related to accrual plans- Describe the plans terms available for qualification plansTopic 8- Describe the impact of work schedules on absence duration calculations- Describe the types and usages of certification action items

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