



1Z0-1047-22^{Q&As}

Oracle Absence Management Cloud 2022 Implementation Professional

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QUESTION 1

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

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

Correct Answer: AB

Reference: https://fusionhelp.oracle.com/fscmUI/topic/TopicId_P_E1E7735171D409E1E040D30A68815F6F

QUESTION 2

A customer requires that their employees enter their vacation/holiday with some period restrictions:

the absence record can be entered only 3 months before the system day and 2 months in advance based on system day. Administrators and managers entering the vacation on behalf of employees won't have this restriction.

Which configuration should you use to implement these requirements?

- A. 1) Create an absence type using a generic pattern. 2) Enable administrative, manager, and employee updates. 3) Define Absence start date validation according to the requirements. 4) Enable Absence start date validation for employee self-service transaction.
- B. 1) Create an absence type using a generic pattern. 2) Enable administrative, manager, and employee updates. 3) Define Absence start date validation according to the requirements. 4) Enable Absence start date validation for employees, managers, and administrators.
- C. 1) Create an absence type using a generic pattern. 2) Enable administrative, manager, and employee updates. 3) Create an eligibility formula with the logic required and add it to the absence type.
- D. 1) Create an absence type using a generic pattern. 2) Enable administrative and employee updates. 3) Create an eligibility formula with the logic required and add it to the absence type.

Correct Answer: A

QUESTION 3

You have a requirement to base the accrual definition on Legal employer seniority date. The accrual will be given based on the Legal employer seniority date and will be different for varied length of service. Which configuration meets this requirement?



- A. Define a Length of Service Derived Factor, link the Derived Factor definition to one or more rows of the Accrual Matrix on the Accrual page of an Accrual Plan.
- B. Define a Length of Service Derived Factor, link the Derived Factor definition to an Eligibility Profile, link the Eligibility Profile to the Accrual page of an Accrual Plan.
- C. Define a Length of Service Derived Factor, link the Derived Factor to the Plan Attributes page of an Accrual Plan.
- D. Define a Length of Service Derived Factor, link the Derived Factor definition to an Eligibility Profile, link the Eligibility Profile to the Participation page of an Accrual Plan.

Correct Answer: D

QUESTION 4

As an administrator, you want to perform a discretionary disbursement from the vacation plan for an employee. However, when selecting the disburse balance option, you get a message "No actions available". What is the reason for receiving this message?

- A. The absence plan has no balance to disburse.
- B. The administrator has no rights to perform this action.
- C. The absence plan was configured not to allow discretionary disbursements.
- D. The absence plan does not have enough balance to disburse.
- E. The absence plan doesn't allow discretionary disbursements for that employee.

Correct Answer: D

QUESTION 5

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?

- A. Global Absence Plan Roll Backward End
- B. Global Absence Plan Enrollment Start Date
- C. Global Absence Plan Duration
- D. Global Absence Plan Use Rate
- E. Global Absence Band Entitlement

Correct Answer: B