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QUESTIONS & ANSWERS
DEMO VERSION
(LIMITED CONTENT)

Question 1

Question Type: MultipleChoice

A customer sets 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.

What is the reason for this?

Options:

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

Answer:

A

Question 2

Question Type: MultipleChoice

When assigning work schedules via the Manage Work Schedule Assignment Administration task, which level has the highest priority and which level the lowest?

Options:

- A- Highest > Assignment; Lowest > Enterprise
- B- Highest > Person; Lowest > Enterprise
- C- Highest > Assignment; Lowest > Legal Employer
- D- Highest > Legal Employer; Lowest > Person

Answer:

A

Question 3

Question Type: MultipleChoice

What is the purpose of an eligibility profile on a certification definition?

Options:

- A- To limit the types of employees who have the certification auto-generated when an absence is created
- B- To determine plan eligibility
- C- To prevent payment of qualified entitlements to ineligible employees
- D- To allow overrides of a payment percentage for eligible employees

Answer:

A

Question 4

Question Type: MultipleChoice

Your client has a requirement that any employee will not get enrolled into the vacation plan for the first six months of hire. Enrollment and accruals will start after the completion of six months. The plan needs to be Front-Loaded.

How will you configure this in the system?

Options:

- A- Create a plan having a Waiting Period with UOM as Months and duration as six.
- B- Create a rule in Accrual Matrix where you will check the length of service of an employee and if it is less than six months then accrual value should be 0.
- C- Write Partial Period Fast formula that enrolls employees only after six months from their hire date.
- D- Create a plan having vesting Period with UOM as Months and duration as six.

Answer:

A

Question 5

Question Type: MultipleChoice

Which three adjustment types can be applied through the Enrollments and Adjustments task within Manage Absence Records task?

Options:

- A- Update balance details
- B- Transfer balance
- C- Run accruals for all plans
- D- Carryover
- E- Periodic accruals
- F- Discretionary disbursement

Answer:

A, B, F

Question 6

Question Type: MultipleChoice

Your organization wants to transfer absence entries to Global Payroll. After creating the linking element in payroll, to which tab must you add the element in the absence plan?

Options:

- A- Accruals
- B- Entries and Balances
- C- Participation
- D- Plan Attributes

Answer:

Question 7

Question Type: MultipleChoice

A customer requires their administrator to enter paternity leave for their employees. Paternity leave can only be entered if an employee hasn't taken an absence called special absence in the previous 30 days of the paternity leave start date.

The customer requires also that this paternity leave absence is only available for the employees who have one year of seniority in the company. Employees should notify of the absence at least 30 days in advance of the start date of the absence; otherwise, the absence is not considered timely.

Which configuration should you use to implement these requirements?

Options:

A- 1. Create an absence type using a childbirth or placement pattern.

2. Enable administrative updates.

3. Create a validation formula with the logic to evaluate if the 'special absence' was taken 30 days before this absence and add it to the absence type.

4. Create an eligibility profile with the criteria of employees with 1 or more seniority in the company and add it to the absence type.

5. Select the qualified entitlements check box and set the evaluation rule to check for 30 days from the start date.

B- 1. Create an absence type using a childbirth or placement pattern.

2. Enable administrative updates.

3. Create a validation formula with the logic to evaluate if the 'special absence' was taken 30 days before this absence and add it to the absence type.

4. Create an eligibility profile with the criteria of employees with 1 or more seniority in the company and add it to the absence type.

5. Configure the late notification evaluation rule according to the requirement of at least 30 days in advance of the start date.

C- 1. Create an absence type using a childbirth or placement pattern.

2. Enable administrative updates.

3. Create a validation formula with the logic to evaluate if the 'special absence' was taken 30 days before this absence and add it to the absence type.

4. Create an eligibility profile with the criteria of employees with 1 or more seniority in the company and add it to the absence type.

5. Configure the late notification evaluation rule according to the requirement of at least 30 days in advance of the start date.

D- 1. Create an absence type using a childbirth or placement pattern.

2. Enable administrative updates.

3. Create an eligibility profile with the criteria of employees with 1 or more seniority in the company

and add it to the absence type.

4. Create an absence certification of type Documentation that prevents absence entry if linked absence of type Special absence exists in the previous 30 days.

Answer:

C

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