

Reliable Oracle Fusion Absence Management Cloud Service 1z0-1047-22 Dumps PDF Feb 05, 2023 Recently Updated Questions [Q19-Q33]

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Pass Your Oracle 1z0-1047-22 Exam with Correct 102 Questions and Answers

Oracle 1z0-1047-22 Exam Syllabus Topics:

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

NEW QUESTION 19

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, Hours Worked, and Full-Time Equivalent

NEW QUESTION 20

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

NEW QUESTION 21

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 22

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 23

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 24

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 25

Describe the function of a documentation certification.

- * Monitor planned return to work and reinstatement of employment.
- * Track receipt of documentation and related due dates by administrators.
- * Provide a method for employees to provide doctors' noted and other forms to managers.
- * Provide a method for managers to forward employee forms to administrators.

NEW QUESTION 26

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 27

A customer wants to manually terminate the enrollment of a worker from an accrual plan. Which option should you use from the Enrollments and Adjustments list available in the Plan Participation region in Manage Absence Records?

- * Terminate enrollment
- * End enrollment
- * Delete enrollment
- * Update enrollment

NEW QUESTION 28

You selected the Evaluate remaining entitlement without absence record check box on the Participation tab of the Create Absence Plan page for a qualification plan whose term is Calendar Year. This enables HR specialists to_____.

- * view complete qualification plan entitlement details defined for a worker, even without an absence record.
- * view partial plan entitlements when a worker applies for multiple absences and all of the absences fall in the same payment percentage
- * view partial plan entitlements when a worker applies for multiple absences and all of the absences fall in different payment percentages
- * view partial plan entitlements when a worker applies for only a single absence for the plan

NEW QUESTION 29

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.

NEW QUESTION 30

An employee has the following three absence entries.

5 January 2018 to 07 January 2018

14 June 2018 to 16 June 2018

23 Nov 2018 to 25 Nov 2018

If the employee is chosen in the Person parameter of the Evaluate Absences job and the Effective Date parameter is 15 June 2018,

then which of the absence entries would appear in the Absence drop-down menu?

- * 23 Nov 2018 to 25 Nov 2018
- * all the three absence entries
- * 14 June 2018 to 16 June 2018
- * 14 June 2018 to 16 June 2018 and 23 Nov 2018 to 25 Nov 2018
- * none of the absence entries

NEW QUESTION 31

What are two valid Entitlement Definition Types for the Entitlement Attributes section?

- * Qualification Date
- * Formula
- * Absence Start Date
- * Absence Duration
- * As of Event
- * Matrix

NEW QUESTION 32

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 33

You have a requirement to create a derived factor based on the 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 date will you choose?

- * Date of Hire; under Period start date Rule
- * Adjusted Service Date; under Period start date Rule
- * Original Hire Date; under Period start date Rule
- * Adjusted Service Date; under Determination Rule

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