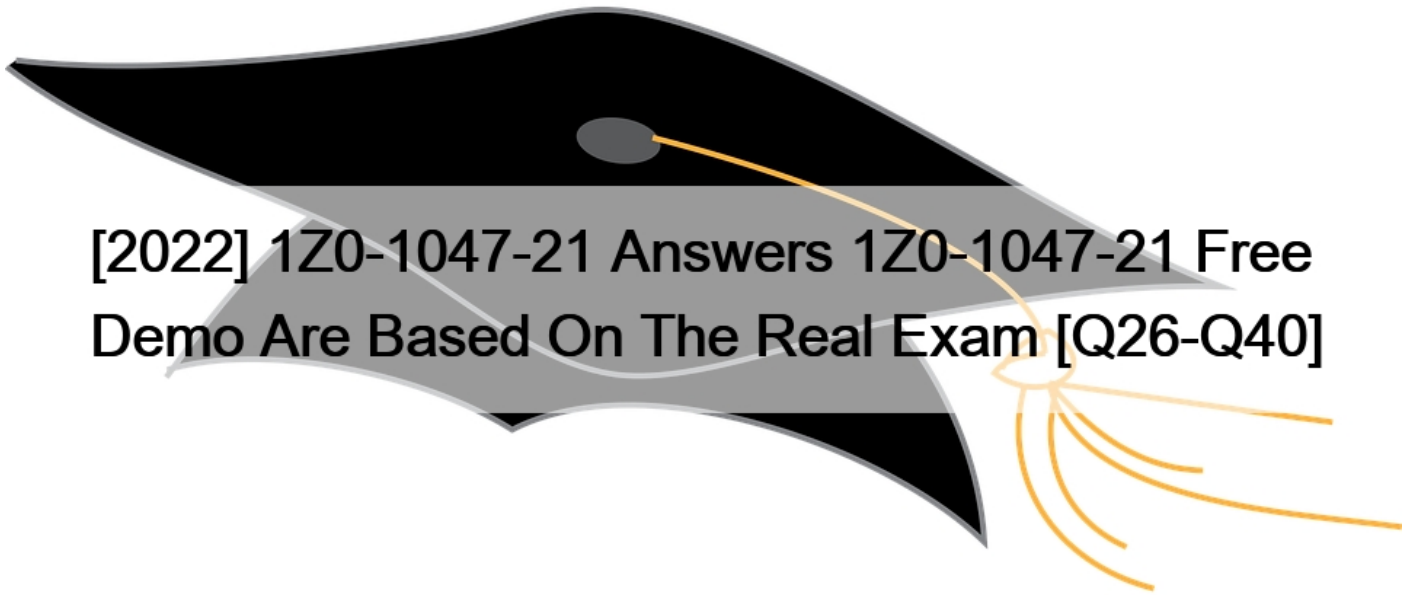


[2022] 1Z0-1047-21 Answers 1Z0-1047-21 Free Demo Are Based On The Real Exam [Q26-Q40]



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1Z0-1047-21 [Aug-2022 Newly Released] Exam Questions For You To Pass

NEW QUESTION 26

When an absence gets approved before its start date, what status does it change to?

- * Saved
- * In Progress
- * Reviewed
- * Accepted
- * Completed
- * Scheduled

Explanation

<https://docs.oracle.com/en/cloud/saas/human-resources/20c/fauam/absence-recording.html#FAUAM1096587>

NEW QUESTION 27

Which setup options must you use to implement discretionary disbursements on Absence Management?

- * Create an Accrual Absence Plan and enable Discretionary disbursements for accrual balance .
- * Create a Qualification Absence Plan and enable Discretionary Disbursement Rate Rule .
- * Create an Accrual Absence Plan and enable Discretionary Disbursement Rate Rule .
- * Discretionary disbursements can be performed only through Payroll and not by using Absence Management.

- * Create a Qualification Absence Plan and enable Discretionary disbursements for entitlement balance;

NEW QUESTION 28

Which two statements are true regarding absence entry if an employee is assigned an Elapsed work schedule?

- * You can record only one absence on a day.
- * The employee enters the start date and end date and the system will auto generate the start and end date duration based on the schedule.
- * The employee enters the start date and end date and the system will auto generate the start and end times based on the schedule.
- * You cannot record an absence in Calendar Days.
- * The employee enters an absence for one day, the system auto generates the duration but duration can be changed to report a partial day absence.

NEW QUESTION 29

Your absence entry validation formula keeps failing when you try to submit an absence due to a problem with the formula and, therefore, you are not able to submit the absence.

Which two methods should you use to debug the validation formula?

- * 1) Submit the absence 2) Run the Evaluate Absence process for the particular absence with the

Include trace statements in audit log; option enabled.

- * 1) Remove the validation formula 2) Submit the absence. 3) Edit the validation formula and add debug messages using ESS_LOG_WRITE. 4) Add the validation formula back to the absence type and run the

Evaluate Absence process for the particular absence with the Include trace statements in audit log; option enabled.

- * 1) Add debug messages to a local variable in the formula. 2) Assign the value of the local variable to the return variable ERROR_MESSAGE. 3) Submit the absence to view the error message with the debug messages.
- * 1) Remove the validation formula. 2) Submit the absence. 3) Run the Evaluate Absence process for the particular absence with the Include trace statements in audit log; option enabled.

NEW QUESTION 30

Select two correct return variables for the Global Absence Plan Entitlement formula.

- * BAND1QUALIFICATION
- * BAND1ENTITLEMENT
- * BAND1PAYFACTOR
- * BAND1PAYPERCENTAGE

NEW QUESTION 31

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

NEW QUESTION 32

Which statement is true about absence patterns?

- * You can modify the content of an absence pattern using the task `Manage Absence Patterns`;
- * Absence patterns help to visualize the trend or pattern of absence entries for a worker.
- * Absence patterns control the fields that appear in the Manage Absence Types setup page.
- * `Sickness` is one of the available absence patterns.

NEW QUESTION 33

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.

NEW QUESTION 34

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

NEW QUESTION 35

Your client wants only those employees who have completed one year of service to be eligible for an absence type.

Which two configurations should you perform so that employees will not see this absence type until they are eligible? (Choose two.)

- * Use the Hire date option that is available in the Eligibility Profile under employment.
- * Set the Waiting Period field on the Participation page to one year from the Enrollment Start Date.
- * Create a derived factor of Type Length of service (by checking the length of service for one year), and call this derived factor in the Eligibility profile on the participation page.
- * Set the Vesting Rule, duration and UOM on the Accrual Attributes page to .Elapsed Period, 1, Years.

NEW QUESTION 36

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 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.

NEW QUESTION 38

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 39

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

- * Clerical Error
- * Compensatory
- * Deduction
- * Migrated
- * Accrued
- * Other

NEW QUESTION 40

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.

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