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**Exam** : **1z0-1047-21**

**Title** : Oracle Absence Management  
Cloud 2021 Implementation  
Essentials

**Vendor** : Oracle

**Version** : DEMO

**NO.1** When assigning work schedules via Manage Work Schedule Assignment Administration task, which level has the highest priority and which level the lowest?

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

**Answer:** C

**NO.2** You created an absence plan that allows negative balance and set the carryover rule to Flat Amount = 5days.

Employee X has 10 days of entitlement left at the end of the leave year.

Employee Y has -5 days of entitlement left at the end of the leave year.

How much balance would employees X and Y carry over into the new leave year?

- A. X carries 5 days and Y carries -5 days.
- B. X carries 10 days and Y carries 0 days.
- C. Y carries 0 days and X carries -5 days.
- D. X carries 5 days and Y carries 5 days.
- E. X carries 5 days and Y carries 0 days.

**Answer:** A

**NO.3** Your customer has many absence entries in the system that they want to withdraw using HDL. Which command should you pass in the load file to withdraw all of these entries?

- A. DELETE
- B. WITHDRAW
- C. CREATE
- D. UPDATE
- E. MERGE

**Answer:** B

**NO.4** 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) Create an eligibility formula with the logic required and add it to the absence type.
- 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 foremployees, managers, and administrators.
- C. 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.
- D. 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.

**Answer:** D

**NO.5** 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?

- A. Update Accrual Plan Enrollments
- B. Evaluate Certification Updates
- C. Evaluate Absences
- D. Calculate Accruals and Balances
- E. Update Accrual Plan Entries

**Answer:** C

**NO.6** 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 administrator has no rights to perform this action.
- B. The absence plan doesn't allow discretionary disbursements for that employee.
- C. The absence plan was configured not to allow discretionary disbursements.
- D. The absence plan has no balance to disburse.
- E. The absence plan does not have enough balance to disburse.

**Answer:** E

**NO.7** What is the difference between an absence type and an absence plan?

- A. Absence types are used to record absence entries whereas absence plans are used to grant and deduct entitlements.
- B. Absence types can be seen only by employees whereas absence plans can be seen only by administrators.
- C. Absence types are linked to payroll elements whereas absence plans only calculate entitlements.
- D. Absence types can be grouped under Absence Reasons whereas absence plans are grouped under absence categories.

**Answer:** A

**NO.8** Which four statements about discretionary balance disbursements are false?

- A. Administrators can perform balance disbursements through administrative tasks.
- B. Managers can perform balance disbursement through self-service.
- C. Employees can perform balance disbursements through self-service.
- D. After you perform a balance disbursement, it goes through approval.
- E. You can perform balance disbursements for all types of absence plans.
- F. You can perform balance disbursements for accrual plans only.

**Answer:** B,C,D,F

