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Exam : **1z0-1047-25**

Title : Oracle Absence Management
Cloud 2025 Implementation
Professional

Vendor : Oracle

Version : DEMO

NO.1 A worker is scheduled to work from Monday to Friday. As an HR administrator, you receive a call from the worker on Friday evening 10-Mar-2023, that they are on vacation from 11-Mar-2023 (Saturday) and will be back at work on 27-Mar-2023 (Monday). The absence type for vacation has no duration formula or plans attached and the duration is measured in Days. There is a calendar exception on 24-Mar-2023 (Friday).

What should be the start date, end date, and the duration of this absence record if the "Schedule nonworking."

- A. Start Date: 11-Mar-2023 End Date: 27-Mar-2023 Duration: 17
- B. Start Date: 13-Mar-2023 End Date: 23-Mar-2023 Duration: 9
- C. Start Date: 13-Mar-2023 End Date: 24-Mar-2023 Duration: 10
- D. Start Date: 11-Mar-2023 End Date: 26-Mar-2023 Duration: 16
- E. Start Date: 11-Mar-2023 End Date: 24-Mar-2023 Duration: 14
- F. Start Date: 13-Mar-2023 End Date: 23-Mar-2023 Duration: 11

Answer: A

NO.2 You want to adjust an employee's net pay based on absences transferred to payroll.

What must you create in payroll that links the absence plan to payroll?

- A. Payroll Definition
- B. Balance Definitions
- C. Elements
- D. Absence Adjustment Rules

Answer: B

NO.3 You configured a donation plan in your organization for workers to donate accrual plan balances to coworkers. But when a donation was initiated by one of the workers, the accrual plan could NOT identify the donation plan.

Which are the two possible reasons for this?

- A. The plan limits for the donation and accrual plans are different.
- B. The worker receiving the donation, needing additional time off, was not enrolled to the donation plan.
- C. The worker receiving the donation, needing additional time off, was not enrolled to the accrual plan.
- D. The unit of measure for the donation and accrual plans are different.
- E. You need to create donation and compensatory plans to initiate the donation.

Answer: B D

NO.4 Your organization wants the expiration of compensatory time to be overridden on an ad hoc basis. Which two user types can be granted this ability?

- A. Implementer
- B. Manager
- C. Employee
- D. IT Security Manager
- E. Administrator

Answer: B E

NO.5 An employee has been promoted, and as a consequence, is now eligible to enroll in the more beneficial Manager Vacation plan.

Which process needs to be run in order for the system to recognize the change and automatically associate the employee with the new plan, as well as transfer any outstanding balances?

- A. Evaluate Absences
- B. Process Events
- C. Update Accrual Plan Enrollments
- D. Calculate Accruals and Balances

Answer: C

NO.6 Which two tabs are common between the accrual absence plan and the qualification absence plan?

- A. Plan Balances and Transfers
- B. Absence Calculation
- C. Plan Attributes
- D. Participation
- E. Entitlements

Answer: C D

NO.7 Your customer wants workers to submit a medical certificate from an authorized doctor when they schedule a sick absence.

Which three steps should you perform?

- A. Configure sick absence type.
- B. Configure Action Item in the absence administration work area.
- C. Configure certification requirements in the absence administration work area.
- D. Associate Action Item with absence type on the Certifications tab.
- E. Associate certification requirements with an absence type on the Action items tab.

Answer: A C D

NO.8 When creating a Rate Definition to tie to an Absence Accrual Plan, what rate type category would be selected if the value needs to be retrieved from one or more payroll balances?

- A. Balance Definition
- B. Formula
- C. Derived Rate
- D. Element

Answer: C

NO.9 Your HR Director has requested that a Vacation accrual plan be created to meet the new company rules that allow for carry over limits to expire after 3 years.

Which settings on the accrual plan must you configure?

- A. Set the Carry Over Limit Rule to "Flat Amount" and the Expiration Period to "3 Years".

- B.** Set the Carry Over Limit Rule to "No Limit" and the Expiration Period to "3 Years".
- C.** Set the Carry Over Limit Rule to "Formula" and the Expiration Period to "3 Years".
- D.** Set the Carry Over Limit Rule to "Include in Matrix" and the Expiration Period to "3 Years".

Answer: A