# Oracle
# 1Z0-1047-23
## Oracle Absence Management Cloud 2023 Implementation Professional

**Questions&AnswersPDF**

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## Question: 1

An employee is enrolled in an accrual plan that has a plan term of 01-january to the 31st of December. You observe that entitlement accruals of the employee happen only on the last day of each month.
Which period type must be associated with the repeating period for this absence plan and the type of plan?
Repeating Period: Start of Month; Accrual Type: Front-Loaded

A. Repeating Period: Monthly; Accrual Type: Incremental
B. Repeating Period: End of Month; Accrual Type: incremental
C. Repeating Period: End of Month; Accrual Type: Front-Loaded
D. Repeating period: Monthly; Accrual Type: Front-Loaded

**Answer: B**

## Question: 2

An employee is enrolled into a plan on a future date. HR searches for the employee on a date earlier than that date, 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?

A. This results in two enrollments.
B. The system throws an error saying an enrollment already exists.
C. The plan Is not available in the drop-down menu for adding new enrollment.
D. This results in one enrollment with the new enrollment start date.

**Answer: D**

## Question: 3

Which parameter should you use to limit processing to a specific set of workers in the Evaluate Absence process?

A. Person
B. Person Subset
C. Person Rule
D. Person Selection Rule
E. Person Eligibility

**Answer: C**

## Question: 4

You implemented an incremental absence plan with a waiting period of three months and a vesting rule of three months. The leave year runs from 1st of January. There is a flat accrual rate of five hours per month.
If an employee was hired on 01 April, which month should you run the process for in order for this employee to have 20 hours available in their absence entitlement?

A. June
B. October
C. December
D. July
E. August
F. November

**Answer: C**

## Question: 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

## Question: 6

Which process should you use to roll back the absence plan balance calculation date?

A. Withdraw Accruals and Balances
B. Update Accrual Plan Enrollments
C. Calculate Accruals and Balances
D. Evaluate Absences
E. Migrate Previous Versions of Absence Data

## Question: 7

A customer has the following absence records:

|   | Absence Dates | Absence Status |
|---|---|---|
| 1 | 01 April to 05 April | Submitted |
| 2 | 06 May | Submitted |
| 3 | 12 May | Withdrawn |
| 4 | 19 July | Awaiting approval |
| 5 | 20 August to 28 August | Submitted |
| 6 | 30 August | Saved |

You run the "Evaluate Absence" process with an effective date of 07 April. Which absences will be processed?

A. 2, 4, 5
B. 2, 3, 4, 5, 6
C. 1, 4, 5

D. 2, 4, 5, 6

**Answer: A**

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