Free Questions for 1Z0-1047-24 by dumpshq

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Question 1

Question Type: MultipleChoice

Which two tabs are common between the accrual absence plan and the qualification absence plan?

Options:

A- Plan Balances and Transfers

B- Absence Calculation

C- Plan Attributes

D- Participation

E- Entitlements

Answer:

C, D

Question 2

Question Type: MultipleChoice

Which four components can be linked to an absence type when editing it?

Options:

A- Absence certifications

B- Eligibility profiles

C- Absence elements

D- Absence categories

E- Absence plans

F- Absence reasons

Answer:

A, B, E, F

Question 3

Question Type: **MultipleChoice**

Absence Plan eligibility can be based on a formul

a. Which formula type must be selected for this purpose?

Options:

A- Eligibility Profile

B- Participation Eligibility

C- Eligibility Criteria

D- Participation and Rate Eligibility

Answer:

C

Question 4

Question Type: MultipleChoice

Which two are correct descriptions of absence types?

Options:

A- Determine the type of adjustments Human Resources specialists can make during maintenance of absence records

B- Define waiting period for newly enrolled workers

C- Include the rules that pertain to the required certifications

D- Control the approval routing, depending on the user type submitting the absence

E- Define absence payment information to transfer for payroll processing

Answer:

C, D

Question 5

Question Type: MultipleChoice

What is the purpose of an eligibility profile on a certification definition?

Options:

A- To limit the types of employees who have the certification auto-generated when an absence is created

B- To determine plan eligibility

C- To prevent payment of qualified entitlements to ineligible employees

D- To allow overrides of a payment percentage for eligible employees

Answer:

A

Question 6

Question Type: MultipleChoice

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?

Options:

A- Balance Definition

B- Formula

C- Derived Rate

D- Element

Answer:

C

Question 7

Question Type: MultipleChoice

Your client has a requirement that only employees whose user person type is "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.

Options:

A- Create a Participant eligibility profile and select User person type from Person Type under Employment.

B- Create a Participant eligibility profile and select User person type from Person Type under Personal.

C- Write a fast formula of type Participant and Rate Eligibility, get user person type from this

D- 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.

Answer:

B, D

Question 8

Question Type: MultipleChoice

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

Which two configurations should you perform so that employees will not see absence types associated with the plan until they are eligible?

Options:

A- Set the Waiting Period field on the Participation page to one year from the Enrollment Start Date.

B- 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.

C- Set the Vesting Rule, duration, and UOM on the Accrual Attributes page to Elapsed Period, 1 Years.

D- Use the Hire date option that Is available in the Eligibility Profile under Employment.

Answer:

B, D

Question 9

Question Type: MultipleChoice

A full-time employee, having a plan balance of 200 hours, is associated with an accrual plan that has a ceiling limit of 250 hours. The employment status of the employee is changed to part-time, which has a reduced accrual plan ceiling limit of 150 hours.

What happens when the Calculate Accruals process in run?

Options:

A- The application will automatically reduce the employee's balance to 150 hours to meet the new ceiling limit and new accruals will be generated once the balance falls below this threshold.

B- The original balance of 200 hours will be automatically disbursed through their payroll, and accruals will start generating from that point onward with a ceiling of 150 hours.

C- The original balance of 200 hours will remain valid, but will be moved to a different 'overflow-plan to be spent as required. The new plan will accrue balances as normal up to the new 150 hours threshold.

D- The application will generate a zero-accrual record with the new reduced ceiling limit. The balance of 200 hours that the employee had when the employment status was full-time will remain even after the change in employment status because the balance can exceed the new reduced accrual plan celling limit. However, a new accrual amount will only be generated once the balance falls below the new accrual ceiling limit.

Answer:

D

Question 10

Question Type: MultipleChoice

An employee is enrolled in the following accrual plans, both of which are linked to the same absence type:

Floating Holiday - Priority 100 - (Balance = 2 days), no negative balance allowed. Vacation - Priority 200 - (Balance = 3 days), negative balance allowed with a limit of 2 days.

How is a 7-day absence processed using this absence plan setup?

Options:

A- Floating Holiday balance is decreased by 2 days and Vacation balance by 5 days.

B- Vacation balance is decreased by 3 days and Floating Holiday balance by 2 days.

C- Vacation balance is decreased by 5 days and Floating Holiday balance by 2 days.

D- Floating Holiday balance is decreased by 2 days and Vacation balance by 3 days.

E- Floating Holiday balance is decreased by 2 days and Vacation balance by 2 days,

Answer:

A

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