

Free Questions for 1Z0-1047-24

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Question 1

Question Type: MultipleChoice

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?

Options:

- 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

Question 2

Question Type: MultipleChoice

The accrual balance of a worker at the end of an accrual term is 7 days. The carryover limit for the plan is 5 days. The carryover expiry is set to 3 months. The worker has taken 1.5 days of vacation in the first month of the new term. The repeating period of this incremental accrual plan has a Monthly frequency and the accrual granted during each period is 1.5 days.

What is the accrual balance at the end of the 6th month in this new term?

Options:

- A- 8.5
- B- 8
- C- 7.5
- D- 9
- E- 9.5

Answer:

B

Question 3

Question Type: MultipleChoice

The HR Director wants a custom Absence Pattern to be created and used for all Compensatory and Donation absences.

What would be your response?

Options:

- A-** You can duplicate one of the existing Absence Patterns, and make necessary adjustments.
- B-** You cannot create custom Absence Patterns.
- C-** You cannot combine two Absence Types into the same Absence Pattern; therefore, you need to create one for each.
- D-** You can include additional related Absence Types in this custom setup.

Answer:

B

Question 4

Question Type: MultipleChoice

A customer requires their administrator to enter paternity leave for their employees. Paternity leave can only be entered if an employee hasn't taken an absence called special absence in the previous 30 days of the paternity leave start date.

The customer requires also that this paternity leave absence is only available for the employees who have one year of seniority in the company. Employees should notify of the absence at least 30 days in advance of the start date of the absence; otherwise, the absence is not considered timely.

Which configuration should you use to implement these requirements?

Options:

- A-** 1. Create an absence type using a childbirth or placement pattern.
 - 2. Enable administrative updates.
 - 3. Create a validation formula with the logic to evaluate if the 'special absence' was taken 30 days before this absence and add it to the absence type.
 - 4. Create an eligibility profile with the criteria of employees with 1 or more seniority in the company and add it to the absence type.
 - 5. Select the qualified entitlements check box and set the evaluation rule to check for 30 days from the start date.
- B-** 1. Create an absence type using a childbirth or placement pattern.
 - 2. Enable administrative updates.
 - 3. Create a validation formula with the logic to evaluate if the 'special absence' was taken 30 days before this absence and add it to the absence type.
 - 4. Create an eligibility profile with the criteria of employees with 1 or more seniority in the company and add it to the absence type.
 - 5. Configure the late notification evaluation rule according to the requirement of at least 30 days in advance of the start date.
- C-** 1. Create an absence type using a childbirth or placement pattern.
 - 2. Enable administrative updates.

3. Create a validation formula with the logic to evaluate if the 'special absence' was taken 30 days before this absence and add it to the absence type.
4. Create an eligibility profile with the criteria of employees with 1 or more seniority in the company and add it to the absence type.
5. Configure the late notification evaluation rule according to the requirement of at least 30 days in advance of the start date.

- D-** 1. Create an absence type using a childbirth or placement pattern.
2. Enable administrative updates.
 3. Create an eligibility profile with the criteria of employees with 1 or more seniority in the company and add it to the absence type.
 4. Create an absence certification of type Documentation that prevents absence entry if linked absence of type Special absence exists in the previous 30 days.

Answer:

C

Question 5

Question Type: MultipleChoice

Which two are configured on the absence plan?

Options:

- A- Enrollment Start Rule
- B- Absence pattern
- C- Role-based UI control
- D- Termination rules and relative rate of pay
- E- Certification requirements

Answer:

A, E

Question 6

Question Type: MultipleChoice

A customer wants employees to see on the employee self-service transaction only the absence type names that they have the right to take based on company policies.

Which configuration should you use?

Options:

- A-** Create an eligibility profile with the criteria according to the employee rights (based on company policies) and add it to the absence plan as well as to the absence type.
- B-** Create a validation formula with the criteria according to the employee rights (based on company policies) and add it to the absence type.
- C-** Create an eligibility profile with the criteria according to the employee rights (based on company policies) and add it to the absence plan.
- D-** Create an eligibility profile with the criteria according to the employee rights (based on company policies) and add it to the absence type.

Answer:

D

Question 7

Question Type: MultipleChoice

Your client wants a setup where an employee should start accruing leave balance only after completing two months in the organization.

What will you set up in the Accrual Plan to achieve this requirement?

Options:

- A- Waiting Period
- B- Partial Period Accrual
- C- Accrual Proration
- D- Vesting Rule

Answer:

A

Question 8

Question Type: MultipleChoice

When assigning work schedules via the Manage Work Schedule Assignment Administration task, which level has the highest priority and which level the lowest?

Options:

- A- Highest > Assignment; Lowest > Enterprise

B- Highest > Person; Lowest > Enterprise

C- Highest > Assignment; Lowest > Legal Employer

D- Highest > Legal Employer; Lowest > Person

Answer:

A

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