

# QUESTIONS & ANSWERS

Kill your exam at first Attempt



Oracle

# 1Z0-967

*Oracle Absence Management Cloud 2017 Implementation Essentials*

<https://killexams.com/pass4sure/exam-detail/1Z0-967>



**QUESTION: 70**

You selected the “Evaluate remaining entitlement without absence record” check box on the Participation tab of the Create Absence Plan page for a qualification plan whose term is Calendar Year. This enables HR specialists to\_ .

- A. view complete qualification plan entitlement details defined for a worker, even without an absence record.
- B. view partial plan entitlements when a worker applies for multiple absences and all of the absences fall in the same payment percentage
- C. view partial plan entitlements when a worker applies for multiple absences and all of the absences fall in different payment percentages
- D. view partial plan entitlements when a worker applies for only a single absence for the plan

**Answer: A**

**QUESTION: 71**

After running the calculate accrual process, you notice that 100 employees’ balances have not been updated despite the process running to a successful status. Your customer has requested that the process should fail if any employee is in error. What absence batch parameter should you decrease to achieve this requirement?

- A. Errors
- B. Chunk Size
- C. Thread Count
- D. Thread Size
- E. Minimum Errors
- F. Total Threads
- G. Maximum Errors

**Answer: B, C, D**

**QUESTION: 72**

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. Describe how a 7-day absence will be processed using this absence plan setup.

- A. Decrease Floating Holiday balance by 2 days and Vacation balance by 5 days.
- B. Decrease Vacation balance by 5 days and Floating Holiday balance by 2 days.
- C. Decrease Floating Holiday balance by 2 days and Vacation balance by 2 days.
- D. Decrease Vacation balance by 3 days and Floating Holiday balance by 2 days.
- E. Decrease Floating Holiday balance by 2 days and Vacation balance by 3 days.

**Answer:** D

**QUESTION:** 73

Identify three actions that you cannot perform through a spreadsheet load.

- A. associating eligibility profile with an absence plan
- B. editing existing absence objects
- C. creating up to five accrual bands for a single accrual plan
- D. creating Absence Certifications
- E. loading an absence with the childbirth or placement pattern
- F. associating up to five absence plans with a single absence type

**Answer:** C, E, F

**QUESTION:** 74

A customer requires their administrator to enter the 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?

- 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 employees with “male” gender 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:** D

**QUESTION:** 75

Identify three adjustment types that can be avoided via the administrative task Update Balance Details.

- A. Final disbursement
- B. Transferred balance
- C. Other adjustments
- D. Carryover
- E. Periodic accruals
- F. Discretionary disbursement

**Answer:** C ,E, F

**QUESTION:** 76

Select two correct return variables for the Global Absence Plan Entitlement formul a.

- A. BAND1QUALIFICATION
- B. BAND1ENTITLEMENT
- C. BAND1PAYFACTOR
- D. BAND1PAYPERCENTAGE

**Answer:** A, D

**QUESTION:** 77

Your customer has requested that an absence should deduct additional entitlement from the absence plan on public holidays, for a specific population. What kind of formula should you use in the absence plan setup to achieve this?

- A. Conversion Formula
- B. Accrual Formula
- C. Duration Formula
- D. Partial Accrual Period Formula
- E. Accrual Proration Rule

**Answer:** B

**QUESTION:** 78

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 can be grouped under Absence Reasons whereas absence plans are grouped under absence categories.
- D. Absence types are linked to payroll elements whereas absence plans only calculate entitlements.

**Answer:** A

**QUESTION:** 79

A customer set up the certification requirement for an absence. After scheduling the absence for a subordinate, the line manager wants to add a certification requirement as an action item, but is unable to do it. Identify the reason for this.

- A. Only workers can add the certification requirement, on demand, as an action item when they schedule an absence.
- B. You can add the certification requirement to appear as an action item only during the manual absence enrollment process.

- C. Line managers can configure the certification requirement to appear as an action item after completion of the absence.
- D. Only HR Specialists can add the certification requirement, on demand, as an action item when they schedule an absence.
- E. Line managers can add the certification requirement, on demand, as an action item when they approve the absence.

**Answer: E**

For More exams visit <https://killexams.com/vendors-exam-list>



*Kill your exam at First Attempt....Guaranteed!*