

Oracle 1Z0-1011 Exam

Volume: 79 Questions

Question: 1

Your customer has a requirement that if the employee raises an absence request, it will go to the Line Manager for approval, whereas if anyone other than the employee raises an absence request, it should go to the Department Head (AOR) for approval.

How will you set up these rules?

- A. You will create two rules as follows:
absencesApprovalsRequest.createdBy !=absencesApprovalsRequest.empUserId
absencesApprovalsRequest.createdBy =absencesApprovalsRequest.empUserId
- B. You will create two rules as follows:
getRepresentativeList.personId !=getRepresentativeList.personId
getRepresentativeList.personId = getRepresentativeList.personId
- C. You will create two rules as follows: (getRepresentativeList.assignmentId !=getRepresentativeList.assignmentId)
(getRepresentativeList.assignmentId =getRepresentativeList.assignmentId)
- D. You will create two rules as follows:
(getRequestorInformationByUserNameResponse.businessUnit!=getRequestorInformationByUserNameResponse.businessUnit)
(getRequestorInformationByUserNameResponse.!=getRequestorInformationByUserNameResponse.businessUnit)

Answer: A

Question: 2

A customer requires that their employees enter their vacation/holiday with some period restrictions: the absence record can be entered only 3 months before the system day and 2 months in advance based on system day. Administrators and managers entering the vacation on behalf of employees won't have this restriction.

Which configuration should you use to implement these requirements?

- A. 1) Create an absence type using a generic pattern. 2) Enable administrative and employee updates. 3) Create an eligibility formula with the logic required and add it to the absence type.
- B. 1) Create an absence type using a generic pattern. 2) Enable administrative, manager, and employee updates. 3) Define Absence start date validation according to the requirements. 4) Enable Absence start date validation for employee self-service transaction.

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C. 1) Create an absence type using a generic pattern. 2) Enable administrative, manager, and employee updates. 3) Create an eligibility formula with the logic required and add it to the absence type.

D. 1) Create an absence type using a generic pattern. 2) Enable administrative, manager, and employee updates. 3) Define Absence start date validation according to the requirements. 4) Enable Absence start date validation for employees, managers, and administrators.

Answer: B

Question: 3

A business has set up an Incremental accrual plan with a Monthly Repeating period and a calendar year period that runs from January to December. The accruals have already been run for an employee till December. The employee had a grade change in June 3 as a result of which the accrual band that the employee falls into has changed.

What is the earliest period for which the accrual could be run for this employee using the Calculate Accruals and Balances ESS job to ensure that the accrual balance at the end of December reflects the right value with the change in bands?

A. June

B. May

C. December

D. July

E. January

Answer: E

Question: 4

You want to create an absence type that can be entered only by administrators. It has two plans that will cascade (that is, after the balance of one consumed, then the balance of the second plan is consumed) and several valid reasons which the administrator can add when recording the absence.

How should you configure this absence type?

A. Enable administrative updates, add two plans with priority, add reason values, and select "Display only" for the Reason field under administrative transaction.

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B. Enable administrative updates and employee updates, add two plans without priority, add reason values, and select “Display and edit” for the Reason field under administrative transaction.

C. Enable administrative updates, add two plans with priority, add reason values, and select “Display and edit” for the Reason field under administrative transaction.

D. Enable administrative updates and manager updates, add two plans with priority, add reason values, and select “Display and edit” for the Reason field under administrative transaction.

Answer: C

Question: 5

Which formula type allows you to specify custom rules for use within an Eligibility Profile?

A. Participation Eligibility

B. Participation and Rate Eligibility

C. Eligibility Profile

D. Eligibility Criteria

Answer: D

Question: 6

What action can you not perform when working with certifications of the “Documentation” classification?

A. storing multiple attachments

B. reevaluating entitlement

C. marking a certification as overdue

D. creating the certification automatically

Answer: A

Question: 7

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Your absence entry validation formula keeps failing when you try to submit an absence due to a problem with the formula and, therefore, you are not able to submit the absence.

Which two methods should you use to debug the validation formula?

A. 1) Submit the absence 2) Run the “Evaluate Absence” process for the particular absence with the “Include trace statements in audit log” option enabled.

B. 1) Remove the validation formula 2) Submit the absence. 3) Edit the validation formula and add debug messages using ESS_LOG_WRITE. 4) Add the validation formula back to the absence type and run the “Evaluate Absence” process for the particular absence with the “Include trace statements in audit log” option enabled.

C. 1) Add debug messages to a local variable in the formula. 2) Assign the value of the local variable to the return variable ERROR_MESSAGE. 3) Submit the absence to view the error message with the debug messages.

D. 1) Remove the validation formula. 2) Submit the absence. 3) Run the “Evaluate Absence” process for the particular absence with the “Include trace statements in audit log” option enabled.

Answer: A,C

Question: 8

An employee has the following three absence entries.

. 5 January 2018 to 07 January 2018

. 14 June 2018 to 16 June 2018

. 23 Nov 2018 to 25 Nov 2018

If the employee is chosen in the Person parameter of the Evaluate Absences job and the Effective Date parameter is 15 June 2018, then which of the absence entries would appear in the Absence drop-down menu?

A. 23 Nov 2018 to 25 Nov 2018

B. all the three absence entries

C. 14 June 2018 to 16 June 2018

D. 14 June 2018 to 16 June 2018 and 23 Nov 2018 to 25 Nov 2018

E. none of the absence entries

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Answer: A

Question: 9

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

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

Answer: A,D

Question: 10

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: 11

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.