Free Questions for 1Z0-1047-22 by actualtestdumps

Shared by Pollard on 20-10-2022

For More Free Questions and Preparation Resources

Check the Links on Last Page

Question 1

Which three adjustment types can be done through the Enrollments and Adjustments task within Manage Absence Records task? (Choose three.)

Options:

A- Run accruals for all plans

B- Carryover

C- Transfer balance

D- Update balance details

E- Periodic accruals

F- Discretionary disbursement

Answer:

C, D, F

Question 2

Your organization has expressed that the expiration of compensatory time needs to be overridden on an ad hoc basis.

Which two user types can be granted this ability? (Choose two.)

Options:

A- Employee

B- Manager

C- IT Security Manager

D- Administrator

E- Implementer

Answer:

B, D

Question 3

You have a requirement to base the accrual definition on Legal employer seniority date. The accrual will be given based on the Legal employer seniority date and will be different for varied length of service.

Which configuration meets this requirement?

Options:

A- Define a Length of Service Derived Factor, link the Derived Factor definition to one or more rows of the Accrual Matrix on the Accrual page of an Accrual Plan.

B- Define a Length of Service Derived Factor, link the Derived Factor definition to an Eligibility Profile, link the Eligibility Profile to the Accrual page of an Accrual Plan.

C- Define a Length of Service Derived Factor, link the Derived Factor to the Plan Attributes page of an Accrual Plan.

D- Define a Length of Service Derived Factor, link the Derived Factor definition to an Eligibility Profile, link the Eligibility Profile to the Participation page of an Accrual Plan.

Answer:

D

Question 4

You create an Incremental accrual absence plan with a Monthly Accrual Processing Period, a flat accrual rate of 2.5 hours, a waiting period of 2 months, and a vesting period of 1 month.

If a worker is found eligible for the plan as of a hire date of 01-Feb-2018, what will the Enrollment Start Date be set to on the Manage Absence Records page?

Options:

A- 01-May-2018

B- 01-Apr-2018

C- 01-Mar-2018

D- 01-Feb-2018

Answer:

D

Explanation:

Workers are enrolled into accrual plans as a result of employment and eligibility and disenrolled from accrual plans when they are terminated or plan eligibility ends. Define when you want to enroll or disenroll a worker in the Participation tab of the Create Absence Plan page.

Configure the plan to:

Automatically enroll workers when they are hired or when a transfer event occurs.

Use a formula if you want to consider other aspects or rules to determine when to enroll workers.

Define a waiting period if you want newly enrolled workers to start accruing time under that plan only after a specific amount of time elapses after the date of enrollment.

Question 5

Question Type: MultipleChoice

Which three rules can be configured when you create a donation absence plan in accordance with leave policy of your enterprise? (Choose three.)

Options:

A- Disbursement

B- Vesting Period

C- Balance Updates

D- Unit of Measure

E- Balance Transfers

Answer:

A, C, D

Question 6

Question Type: MultipleChoice

Which two statements are correct about absence types? (Choose two.)

Options:

A- Define absence payment information to transfer for payroll processing.

B- Define waiting period for newly enrolled workers.

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

D- Control the appearance of user interfaces.

E- Include rules to enforce when users record or manage an absence of that type.

Answer:

D, E

Question 7

Question Type: **MultipleChoice**

Which two overlap rules are available when selecting a rolling forward or rolling backward term type? (Choose two.)

Options:

A- Ignore

B- None

C- Exclude

D- Split

E- Formula

Question 8

Question Type: **MultipleChoice**

Which three statements are true about absence management? (Choose three.)

Options:

A- Absence plans push data into the Calculation card.

B- Absence Management tracks monetary balances.

C- Absence Management uses elements for calculating entitlements or maintaining accrual balances.

D- Absence types push data into Absence cards.

E- Absence Plans are the bridges between Absence Management and Global Payroll.

F- Absence Management is responsible for accrual, balances, and entitlements calculation.

Answer:

A, C, F

Question 9

Question Type: MultipleChoice

Which statement describes the function of a documentation certification?

Options:

A- It provides a method for managers to forward employee forms to administrators.

B- It provides a method for employees to provide doctors' notes and other forms to managers.

C- It monitors planned return to work and reinstatement of employment.

D- It tracks receipt of documentation and related due dates by administrators.

Answer:

B

Question 10

Which two are valid qualification plan term types? (Choose two.)

Options:

A- Formula

B- Calendar Year

C- Anniversary

D- Rolling Forward

E- Absence Period

Answer:

B, D

Question 11

Your organization indicates that the ceiling amount of donated entitlement varies according to length of service.

Which ceiling rule type should be used?

Options:

A- No Limit

B- Formula

C- Flat Amount

D- Derived Factor

Answer:

D

Question 12

Question Type: **MultipleChoice**

What type of absence plan allows you to configure entitlements and payment percentages at different levels?

Options:

A- Accrual

B- No Entitlement

C- Qualification

D- Certificate

E- Paid Time Off

Answer:

C