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NEW QUESTION: 1

Which two statements are true regarding absence qualification plans?

- A. They determine entitlements that employees are eligible for.
- B. They perform enrollments automatically during hiring.
- C. Employees are enrolled into plans when the Update Accrual Plan Enrollments process is run.
- D. They calculate entitlement usages when an absence is recorded.

Answer: A,D (LEAVE A REPLY)

NEW QUESTION: 2

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

Which ceiling rule type should be used?

- A. Flat Amount
- B. No Limit
- C. Formula
- D. Derived Factor

Answer: D (LEAVE A REPLY)

NEW QUESTION: 3

What type of qualification plan term should you use in order for the plan term to equal the start and end dates of the scheduled absence?

- A. No Plan Term

- B. RollingForward
- C. Absence Duration
- D. Calendar Year
- E. Rolling Backward

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 4

Your customer wants a worker to submit a medical certificate to record an absence for a long-term illness.

How do you accomplish this?

- A. Create a certification requirement using the Manage Action Certification Items task and attach it to the absence type.
- B. Create a certification requirement using the Manage Action Items task and attach it to the absence type.
- C. Manage Action Items by linking appropriate display features.
- D. Create a certification requirement using the Manage Absence Certifications task and attach it to the absence type.
- E. Create Action Items from the Manage Absence Records task and attach it to the absence type.

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 5

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 6

How do you set up varied payment percentages for an absence period for workers, based on the length of service for a qualification absence plan?

- A. Specify the payment percentages in the Qualification Band Matrix and Qualification Details.
- B. Payment percentages cannot vary between workers in the same plan.
- C. Configure payroll formula to determine the payment percentage for the qualification band level.

D. Use eligibility profiles to control the payment percentage that workers are eligible to in a plan.

Answer: A (LEAVE A REPLY)

NEW QUESTION: 7

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. Only HR Specialists can add the certification requirement, on demand, as an action item when they schedule an absence.

C. You can add the certification requirement to appear as an action item only during the manual absence enrollment process.

D. Line managers can add the certification requirement, on demand, as an action item when they approve the absence;

E. Line managers can configure the certification requirement to appear as an action item after completion of the absence.

Answer: D (LEAVE A REPLY)

NEW QUESTION: 8

You want to implement public holidays and would like to avoid having to change the work schedule if a public holiday is added or changed.

How do you achieve this?

A. Create Calendar Events as Resource Exceptions and assign them within the work schedule.

B. Create Calendar Events and assign them as exceptions within the work schedule.

C. Create Calendar Events with Public Holiday as category and assign each of them as exceptions within the work schedule.

D. Create Resource Exceptions and assign them within the work schedule.

E. Create Calendar Events with Public Holiday as category and assign that calendar event category as an exception within the work schedule.

Answer: E (LEAVE A REPLY)

NEW QUESTION: 9

Which two accrual plan adjustment reasons come seeded with the application?

A. Clerical Error

B. Other

C. Migrated

D. Deduction

E. Accrued

F. Compensatory

Answer: A,F ([LEAVE A REPLY](#))

NEW QUESTION: 10

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) 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.

B. 1) Remove the validation formula2) 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 auditlog" option enabled.

C. 1) Submit the absence2) Run the "Evaluate Absence" process for the particular absence with the "Include trace statements in audit log" option enabled.

D. 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.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 11

What are two valid Entitlement Definition Types for the Entitlement Attributes section?

A. Qualification Date

B. Absence Start Date

C. As of Event

D. Absence Duration

E. Matrix

F. Formula

Answer: E,F ([LEAVE A REPLY](#))

NEW QUESTION: 12

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

A. Highest > Assignment; Lowest > Legal Employer

B. Highest > Assignment; Lowest > Enterprise

C. Highest > Person; Lowest > Enterprise

D. Highest > Legal Employer; Lowest > Person

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 13

A customer created a public holiday on the 25-Dec-2018 (Tuesday) and assigned it to a geography to which an employee belongs to. However, the employees do not have a work schedule assigned. The employee records an absence from 24-Dec-2018 (Monday) to 26-Dec-2018 (Wednesday) using an absence type that measures duration in Days.

What will be the duration of the absence recorded?

- A. 1
- B. 2
- C. 4
- D. 3
- E. Absence cannot be recorded without a work schedule

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 14

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 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.

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 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.

Answer: (SHOW ANSWER)

NEW QUESTION: 15

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?

- A. 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.
- B. 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.
- 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 Accrual page of an Accrual Plan.

Answer: A (LEAVE A REPLY)

NEW QUESTION: 16

You configured an eligibility profile with the following selections:

- **Person Type:** "Regular Employee" and "Summer Intern"
- **Gender:** "Male"
- **Legal Entity:** "LE1"

Select two employees who will be eligible for this absence.

- A. Employee 3: Person Type: Associate Gender: Male Legal entity: LE2 Job Function: Blank
- B. Employee 2: Person Type: Regular Employee Gender: Male Legal entity: LE1 Job Function: Managerial
- C. Employee 1: Person Type: Regular Employee Gender: Blank Legal entity: LE1 Job Function: Managerial
- D. Employee 4: Person Type: Associate Gender: Male Legal entity: LE1 Job Function: Managerial

Answer: B,D (LEAVE A REPLY)

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NEW QUESTION: 17

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.)

- A. Employee
- B. IT Security Manager
- C. Implementer
- D. Administrator
- E. Manager

Answer: D,E (LEAVE A REPLY)

NEW QUESTION: 18

Your customer wants a certification that will be due 10 calendar days after start date of the absence. The customer also wants to change a worker's entitlement to 50% of pay as of the absence start date when the certification requirement has passed its due date. When the worker completes the requirement, the customer wants the system to recalculate the entitlements from the absence start date.

How do you meet this requirement?

A. 1. Define an absence certification with Classification of Entitlement as follows: 1. Configure Creation:

Trigger on absence submit 2. Configure Passage of Due Date with following values: Due Date Rule

"Calculate Date"; Reference Date "Absence Start Date"; Duration "10"; UoM "Calendar days";

Entitlement Reevaluation Rule "As of Absence Start Date"; Entitlement Update Rule

"Override"; Revised Payment Percentage "50" 3. Configure Confirmation with following values:

Entitlement Reevaluation Rule "As of Absence Start Date"; Entitlement Update Rule

"Override" 2. Associate the defined certification requirements with the Absent Type.

B. 1. Define an absence certification with Classification of Entitlement as follows: 1. Configure Creation:

Trigger on absence submit 2. Configure Passage of Due Date with following values: Due Date Rule

"Calculate Date"; Reference Date "Absence Start Date"; Duration "10"; UoM "Calendar days";

Entitlement Reevaluation Rule "As of Absence Start Date"; Entitlement Update

Rule"Override;Revised Payment Percentage "50"3. Configure Expiration with following values:
Entitlement Reevaluation Rule

"As of Absence Start Date"; Entitlement Update Rule "Recalculate"2. Associate the defined certification requirements with the Absence Type.

C. 1. Define an absence certification with Classification of Entitlement as follows:1. Configure Creation:

Trigger on absence submit2.Configure Passage of Due Date with following values: Due Date Rule

"Calculate Date";Reference Date "Absence Start Date"; Duration "10"; UoM "Calendar days"; EntitlementReevaluation Rule "As of Absence Start Date"; Entitlement Update Rule

"Override;RevisedPayment Percentage "50"3. Configure Confirmation with following values: Entitlement Reevaluation Rule "As of Absence Start Date"; Entitlement Update Rule

"Recalculate"2.

Associate the defined certification requirements with the Absent Type.

D. 1. Define an absence certification with Classification of Entitlement as follows:1. Configure Creation:

Trigger on absence submit2. Configure Passage of Due Date with following values: Due Date Rule

"Calculate Date";Reference Date "Absence Start Date"; Duration "10"; UoM "Calendar days"; EntitlementReevaluation Rule "As of Absence Start Date"; Entitlement Update Rule

"Override;Revised Payment Percentage "50"3. Configure Confirmation with following values: Entitlement Reevaluation Rule "As of Absence Start Date"; Entitlement Update Rule

"Recalculate"2. Associate the defined certification requirements with the Absent Plan.

Answer: (SHOW ANSWER)

NEW QUESTION: 19

A customer requires an absence that the administrator creates on behalf of an employee and can specify the condition of the sickness of that employee. In addition to that, the employee should provide a certification from a doctor for the absence. The administrator should ensure that the certification is provided on time.

Which configuration should you use to implement these requirements?

A. 1. Create an absence type using "Generic absence" pattern.2. Enable administrative updates.3. Add reason values.4. Enable attachments and Reasons using Display Features.

B. 1. Create an absence type using the "Illness/injury" pattern.2. Enable administrative updates.3. Enable attachments and Special Conditions using Display Features.

C. 1. Create an absence type using the "Illness/injury" pattern.2. Enable administrative updates.3. Add reason values.4. Enable attachments and Reasons using Display Features.

D. 1. Create an absence type using the "Illness/injury" pattern.2. Enable administrative updates.3. Enable Special Conditions using Display Features.4. Add an action item for certification.

Answer: (SHOW ANSWER)

NEW QUESTION: 20

Which job configuration parameter lets you control the number of ESS job threads that should run for a job submission?

- A. Multithread size
- B. Total threads
- C. Maximum threads
- D. Thread size
- E. Thread count

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 21

Which three types of Exceptions can be linked to a work schedule?

- A. Calendar events
- B. Calendar event category
- C. Non working days
- D. Work shifts
- E. Work patterns
- F. Resource exception

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 22

Which are the types of Derived Factors that can be set up?

- A. Age, Length of Service, Service, Compensation, Hours, and Full-Time Equivalent
- B. Age, Length of Service, Age and Service, Compensations, Hours Worked and Work Category
- C. Age, Length of Service, Age and Service, Salary, Hours Worked, and Work Category
- D. Age, Length of Service, Age and Service, Compensation, HoursWorked, and Full-Time Equivalent
- E. Age, Length of Service, Service, Salary, Hours Worked, and Work Category

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 23

An absence type with UoM Days and a Conversion formula is linked to an accrual plan with UoM Days and a Conversion formula. An employee who has a work schedule attached at the Legal Employer level and at the Assignment level records an absence.

How is absence entry duration calculated?

- A. based on the work schedule assigned at the Assignment level
- B. based on the conversation formula assigned to the absence type
- C. based on the work schedule assigned at the Legal Employer level
- D. based on the conversion formula assigned to the absence plan

E. the difference in number of days between the absence start and end dates

Answer: (SHOW ANSWER)

NEW QUESTION: 24

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

- A. Absence Period
- B. Formula
- C. Calendar Year
- D. Anniversary
- E. Rolling Forward

Answer: C,E (LEAVE A REPLY)

NEW QUESTION: 25

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 employees are in error.

What absence batch parameter should you decrease to achieve this requirement? (Choose three.)

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

Answer: E,F,G (LEAVE A REPLY)

NEW QUESTION: 26

A customer has the following absence records:

Absence Dates Absence Status

- 1) 01 April 2017 to 05 April 2017 Submitted
- 2) 06 May 2017 Submitted
- 3) 12 May 2017 Withdrawn
- 4) 19 July 2017 Awaiting approval
- 5) 20 August 2017 to 28 August 2017 Submitted
- 6) 30 August 2017 Save

You run the "Evaluate Absence" process with an effective date of 02 April 2017.

Which absences will be processed?

- A. 2, 3, 4, 5, 6
- B. 4, 5
- C. 1, 4, 5

- D. 2, 4, 5
- E. 1, 2, 4, 5
- F. 2,4, 5, 6

Answer: E ([LEAVE A REPLY](#))

NEW QUESTION: 27

Which four statements about discretionary balance disbursements are false?

- A. Administrators can perform balance disbursements through administrative tasks.
- B. You can perform balance disbursements for accrual plans only.
- C. Employees can perform balance disbursements through self-service.
- D. After you perform a balance disbursement, it goes through approval.
- E. You can perform balance disbursements for all types of absence plans.
- F. Managers can perform balance disbursement through self-service.

Answer: B,C,D,F ([LEAVE A REPLY](#))

NEW QUESTION: 28

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

Which two configurations should you perform so that employees will not see this absence type until they are eligible? (Choose two.)

- A. Use the Hire date option that is available in the Eligibility Profile under employment.
- 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. Set the Waiting Period field on the Participation page to one year from the Enrollment Start Date.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 29

You defined a two-year rolling backward term in your qualification plan with UOM as calendar days. You set up bands that entitle workers to 50-days absence at payment percentage 100% and an additional 50 days at payment percentage 50%.

A worker took an absence for 92 days, from May 1, 2015 to July 31, 2015. The same worker schedules another absence using the same plan July 1, 2016 to July 30, 2016 for 30 days.

What is the available entitlement for this absence?

- A. 8 working days at 50 percent
- B. 50 working days at 100 percent and the next 50 working days at 50 percent
- C. 50 working days at 100 percent and the next 8 working days at 50 percent
- D. 8 working days at 100 percent
- E. 0 working days at 100 percent and the next 0 working days at 50 percent

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 30

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-downmenu?

A. 23 Nov 2018 to 25 Nov 2018

B. 14 June 2018 to 16 June 2018

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

D. all the three absence entries

E. none of the absence entries

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 31

Which setup options must you use to implement discretionary disbursements on Absence Management?

A. Create a Qualification Absence Plan and enable "Discretionary Disbursement Rate Rule".

B. Create an Accrual Absence Plan and enable "Discretionary Disbursement Rate Rule".

C. Discretionary disbursements can be performed only through Payroll and not by using Absence Management.

D. Create a Qualification Absence Plan and enable "Discretionary disbursements for entitlement balance".

E. Create an Accrual Absence Plan and enable "Discretionary disbursements for accrual balance".

Answer: B ([LEAVE A REPLY](#))

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NEW QUESTION: 32

Which is the parameter for limiting processing to a specific set of workers in the Evaluate Absence process?

- A. Person Selection Rule
- B. Person
- C. Person Rule
- D. Person Eligibility
- E. Person Subset

Answer: (SHOW ANSWER)

Explanation

<https://docs.oracle.com/en/cloud/saas/human-resources/20d/faiam/absence-processes.html#FAIAM1811104>

NEW QUESTION: 33

What are the tasks that you need to perform to create an absence element to integrate with Payroll?

- A. Go to Manage Elements, create an absence element, complete absence detail questions, complete accrual liability and balance payment questions, complete absence payment questions, and create element eligibility records and cost distributions.
- B. Go to ManageElements, create an absence element, complete absence detail questions, complete accrual liability and balance payment questions, complete absence payment questions, submit the element, and create element eligibility records and cost distributions.
- C. Go to Manage Elements, create an absence element, complete absence detail questions, complete accrual liability and balance payment questions (only if you transfer accrual balances), complete absence payment questions, submit the element, and create element eligibility records and cost distributions.
- D. Go to Manage Elements, create an absence element, complete absence detail questions, complete accrual liability and balance payment questions, complete absence payment questions, submit the element, select costing type, and create element eligibility records and cost distributions.

Answer: B (LEAVE A REPLY)

NEW QUESTION: 34

Which three statements are correct about absence reasons?

- A. They are linked to a country.
- B. They can only be entered by the employee submitting the absence.
- C. They are an optional attribute of an absence.
- D. They are used for grouping of absences.
- E. The same reason can be associated with multiple absence types.
- F. A default value is associated with the absence type.

Answer: B,E,F (LEAVE A REPLY)

NEW QUESTION: 35

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 employees, managers, and administrators.
- C. 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.
- D. 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.

Answer: C (LEAVE A REPLY)

NEW QUESTION: 36

Which three statements about the "Selected dates" frequency are true?

- A. An employee can only schedule dates that are not continuous to each other.
- B. An employee can override the time or duration of each date entered if the partial day rule is set to Unlimited for the absence type.
- C. An employee can submit each date within the absence record for approval separately.
- D. An employee can schedule a short or long period of absence as long as the dates are continuous.
- E. An employee can determine the job or assignment where the absence belongs to.
- F. The system defaults to time or duration according to the employee's work schedule.

Answer: D,E,F (LEAVE A REPLY)

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