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## Oracle Absence Management Cloud 2025 Implementation Professional Sample Questions (Q31-Q36):

### NEW QUESTION # 31

An employee has been promoted, and as a consequence, is now eligible to enroll in the more beneficial Manager Vacation plan. Which process needs to be run in order for the system to recognize the change and automatically associate the employee with the new plan, as well as transfer any outstanding balances?

- A. Update Accrual Plan Enrollments
- B. Evaluate Absences
- C. Process Events
- D. Calculate Accruals and Balances

**Answer: A**

#### NEW QUESTION # 32

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?

- A. Set the Carry Over Limit Rule to "Formula" and the Expiration Period to "3 Years".
- B. Set the Carry Over Limit Rule to "Flat Amount" and the Expiration Period to "3 Years".
- C. Set the Carry Over Limit Rule to "No Limit" 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: B**

#### NEW QUESTION # 33

Which option is NOT part of the configuration while creating a qualification plan?

- A. Configure Accrual Band Matrix
- B. Assign Eligibility Profile
- C. Assign Rate Definitions
- D. Assign Derived Factor
- E. Configure Entitlement Band Matrix

**Answer: A**

#### NEW QUESTION # 34

A customer has the following absence records:

□ You run the "Evaluate Absence" process with an effective date of 07 April. Which absences will be processed?

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

**Answer: A**

#### NEW QUESTION # 35

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?

- A. 7.5
- B. 0
- C. 9.5
- D. 1
- E. 8.5

**Answer: B**

## NEW QUESTION # 36

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