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## Oracle Absence Management Cloud 2025 Implementation Professional Sample Questions (Q16-Q21):

#### NEW QUESTION # 16

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

**Answer: B**

#### NEW QUESTION # 17

Which two statements are true regarding absence entry if an employee is assigned a specific work schedule?

- **A. The employee enters the start date and end date and the system auto generates the start and end date duration based on the schedule.**
- B. The employee enters the start date and end date and the system auto generates the start and end times based on the schedule.
- **C. You can record only one absence on a day.**
- D. You can record an absence for nonworking days.

**Answer: A,C**

#### NEW QUESTION # 18

The HR Director wants a custom Absence Pattern to be created and used for all Compensatory and Donation absences. What would be your response?

- A. You can duplicate one of the existing Absence Patterns, and make necessary adjustments.
- **B. You cannot create custom Absence Patterns.**
- C. You can include additional related Absence Types in this custom setup.
- D. You cannot combine two Absence Types into the same Absence Pattern; therefore, you need to create one for each.

**Answer: B**

#### NEW QUESTION # 19

You configure a Holiday absence type with the "Insufficient Balance Enforcement" rule set to Not Enabled for administrative transactions and you associate it with an absence plan that has "Allow Negative Balance?" set to No.

What is the outcome if an administrator submits a holiday with an absence type duration of 15 days for an employee who has only 10 days of balance left?

- A. The absence submits successfully and 10 days are deducted from the absence plan balance.
- **B. The absence errors out with the error message "ANC-3405002: You cannot record this absence because your balance will fall below the configured minimum for this type of absence."**
- C. The absence errors out with error message "ANC- 3405096: The selected plan does not have sufficient balance to complete the transaction."
- D. The absence errors out with error message "ANC-3405052: The absence plan and absence type must have compatible balance enforcement rules."

**Answer: B**

#### NEW QUESTION # 20

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.

Which absence batch parameter should you decrease to achieve this requirement?

- A. Thread Size
- **B. Maximum Errors**
- C. Thread Count
- D. Minimum Errors
- E. Total Threads

**Answer: B**

## NEW QUESTION # 21

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