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NEW QUESTION: 1

When setting up rules for absence certification requirements, which section do you use to control details about when the certificate due date has been reached?

- A. Due Date Expiration
- B. Passage of Due Date
- C. No Certificate Uploaded
- D. Expiration Period

Answer: B (LEAVE A REPLY)

NEW QUESTION: 2

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

Answer: (SHOW ANSWER)

NEW QUESTION: 3

When assigning work schedules via the 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 > Person; Lowest > Enterprise
- C. Highest > Assignment; Lowest > Enterprise
- D. Highest > Legal Employer; Lowest > Person

Answer: C (LEAVE A REPLY)

NEW QUESTION: 4

Which three elements make up the structure of a work schedule?

- A. Matrix
- B. Schedule
- C. Shift
- D. Pattern
- E. Days

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

NEW QUESTION: 5

Your Absence Manager is unsure why after running the "Absence and Payroll Info for Reconciliation" extract, there are zeros in the "Absence Plan Unit Difference" column. How do you explain this?

- A. The data was partially reconciled.
- B. The zeros represent successful reconciliation.
- C. The relevant absence data was not present.
- D. The extract failed

Answer: B (LEAVE A REPLY)

NEW QUESTION: 6

A customer has the following absence records:

	Absence Dates	Absence Status
1	01 April to 05 April	Submitted
2	06 May	Submitted
3	12 May	Withdrawn
4	19 July	Awaiting approval
5	20 August to 28 August	Submitted
6	30 August	Saved

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

- A. 2, 4, 5
- B. 1, 4, 5

C. 2, 3, 4, 5, 6

D. 2, 4, 5, 6

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

NEW QUESTION: 7

Usually, if a shift spans two days (for example, 8 pm to 6 am), the day split would be at midnight. However, your organization wants to apply the split at 10 pm instead.

Where would you change the setting to configure this requirement?

A. Absence Pattern

B. Work Day Definition

C. Work Shift Parameters

D. Absence Plan

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 8

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. Calendar Year

B. Rolling Forward

C. No Plan Term

D. Rolling Backward

E. Absence Duration

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

NEW QUESTION: 9

A full-time employee, having a plan balance of 200 hours, is associated with an accrual plan that has a ceiling limit of 250 hours. The employment status of the employee is changed to part-time, which has a reduced accrual plan ceiling limit of 150 hours.

What happens when the Calculate Accruals process is run?

A. The original balance of 200 hours will be automatically disbursed through their payroll, and accruals will start generating from that point onward with a ceiling of 150 hours.

B. The application will automatically reduce the employee's balance to 150 hours to meet the new ceiling limit and new accruals will be generated once the balance falls below this threshold.

C. The application will generate a zero-accrual record with the new reduced ceiling limit. The balance of

200 hours that the employee had when the employment status was full-time will remain even after the change in employment status because the balance can exceed the new reduced accrual plan ceiling limit. However, a new accrual amount will only be generated once the balance falls below the new accrual ceiling limit.

D. The original balance of 200 hours will remain valid, but will be moved to a different "overflow-plan to be spent as required. The new plan will accrue balances as normal up to the new 150 hours threshold.

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

NEW QUESTION: 10

Global Absences use HCM Events to respond to certain Core HR transactions as they happen. For instance, employees, when hired, are enrolled into the relevant absence plans automatically. Likewise, will be unenrolled from plans, if required, automatically. It is also possible to create custom events.

Which part of the system is used to create custom events and associated conditions?

- A. HCM Experience Design Studio
- B. HCM Extracts
- C. Page Composer
- D. HCM Data Loader

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

NEW QUESTION: 11

Your organization wants to transfer absence entries to Global Payroll. After creating the linking element in payroll, to which tab must you add the element in the absence plan?

- A. Plan Attributes
- B. Entries and Balances
- C. Participation
- D. Accruals

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

NEW QUESTION: 12

Over which four frequencies can you choose to repeat an absence when entering absence details?

- A. Monthly
- B. Weekly
- C. Specific Number of Months
- D. Daily
- E. Specific Number of Weeks
- F. Specific Number of Days
- G. Specific Number of Hours
- H. Hours

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 13

A customer wants employees to see on the employee self-service transaction only the absence type names that they have the right to take based on company policies.

Which configuration should you use?

- A.** Create an eligibility profile with the criteria according to the employee rights (based on company policies) and add it to the absence plan as well as to the absence type.
- B.** Create an eligibility profile with the criteria according to the employee rights (based on company policies) and add it to the absence plan.
- C.** Create a validation formula with the criteria according to the employee rights (based on company policies) and add it to the absence type.
- D.** Create an eligibility profile with the criteria according to the employee rights (based on company policies) and add it to the absence type.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 14

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.** 9
- B.** 8
- C.** 7.5
- D.** 9.5
- E.** 8.5

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

NEW QUESTION: 15

A worker is scheduled to work from Monday to Friday. As an HR administrator, you receive a call from the worker on Friday evening 10-Mar-2023, that they are on vacation from 11-Mar-2023 (Saturday) and will be back at work on 27-Mar-2023 (Monday). The absence type for vacation has no duration formula or plans attached and the duration is measured in Days. There is a calendar exception on 24-Mar-2023 (Friday).

What should be the start date, end date, and the duration of this absence record if the "Schedule nonworking.

- A.** Start Date: 13-Mar-2023 End Date: 24-Mar-2023 Duration: 10
- B.** Start Date: 13-Mar-2023 End Date: 23-Mar-2023 Duration: 9
- C.** Start Date: 11-Mar-2023 End Date: 24-Mar-2023 Duration: 14
- D.** Start Date: 13-Mar-2023 End Date: 23-Mar-2023 Duration: 11
- E.** Start Date: 11-Mar-2023 End Date: 27-Mar-2023 Duration: 17
- F.** Start Date: 11-Mar-2023 End Date: 26-Mar-2023 Duration: 16

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

NEW QUESTION: 16

Absence Plan eligibility can be based on a formula. Which formula type must be selected for this purpose?

- A. Participation Eligibility
- B. Participation and Rate Eligibility
- C. Eligibility Criteria
- D. Eligibility Profile

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

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NEW QUESTION: 17

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 errors out with error message "ANC- 3405096: The selected plan does not have sufficient balance to complete the transaction."
- B. The absence errors out with error message "ANC-3405052: The absence plan and absence type must have compatible balance enforcement rules."
- C. The absence submits successfully and 10 days are deducted from the absence plan balance.
- D. 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."

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

NEW QUESTION: 18

Which two are prerequisites to report absence types from a time card?

- A. The absence type must be enabled for time cards.
- B. The absence type must be configured with units of measure of hours.

- C. The worker must have a schedule associated with an assignment.
- D. The absence type has to be associated with an absence plan.
- E. The work schedule must be enabled for time cards.

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

NEW QUESTION: 19

Your organization needs to impose a rule for Donation plans, which limits the amount of donated time. It is a variable amount based on the length of service of the person donating their vacation time.

Which option in the Ceiling Rule field should you select to achieve this?

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

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

NEW QUESTION: 20

Which process should you use to roll back the absence plan balance calculation date?

- A. Update Accrual Plan Enrollments
- B. Withdraw Accruals and Balances
- C. Evaluate Absences
- D. Migrate Previous Versions of Absence Data
- E. Calculate Accruals and Balances

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

NEW QUESTION: 21

After enabling which four options does the process of local and global transfers include automation of accrual plan enrollment and copying of plan balances for accrual plans?

- A. Vesting Period
- B. Rollover
- C. Payroll Transfer
- D. Hours Unit of Measure
- E. Waiting Period
- F. Disbursement

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

NEW QUESTION: 22

An employee is enrolled in an accrual plan that has a plan term of 01-january to the 31st of December. You observe that entitlement accruals of the employee happen only on the last day of each month.

Which period type must be associated with the repeating period for this absence plan and the type of plan?

Repeating Period: Start of Month; Accrual Type: Front-Loaded

- A. Repeating Period: End of Month; Accrual Type: Front-Loaded
- B. Repeating Period: End of Month; Accrual Type: incremental
- C. Repeating Period: Monthly; Accrual Type: Incremental
- D. Repeating period: Monthly; Accrual Type: Front-Loaded

Answer: (SHOW ANSWER)

NEW QUESTION: 23

You created a shared parental leave agreement for an employee with multiple assignments. You can view the assignments associated with the leave agreement in the Entitlement Agreements page accessible from the Manage Absences and Entitlements page.

What happens when you click the Evaluate Assignments button?

- A. The application generates a single summary row, combining all the entitlement bands in the target plan and assignments.
- B. The application generates entitlement rows for each entitlement band in the target plan, but rolls all the assignments into one.
- C. The application generates entitlement rows for each entitlement band in the target plan for each assignment.
- D. The application generates entitlement rows for each entitlement band in the target plan, but only for the primary assignment.

Answer: C (LEAVE A REPLY)

NEW QUESTION: 24

Which three statements are true about absence management?

- A. Absence Plans are the bridges between Absence Management and Global Payroll.
- B. Absence Management tracks monetary balances.
- C. Absence types push data into Absence cards.
- D. Absence plans push data into the Calculation card.
- E. Absence Management uses elements for calculating entitlements or maintaining accrual balances.
- F. Absence Management is responsible for accrual, balances, and entitlements calculation.

Answer: A,B,D (LEAVE A REPLY)

NEW QUESTION: 25

Your client has a requirement that only employees whose user person type is "Regular Employee" are eligible for absence plan.

Which two options are applicable?

Write a fast formula of type Global Absence Entry Validation and get user person type from this formula.

- A. Write a fast formula of type Participant and Rate Eligibility, get user person type from this formula, and attach this formula to an eligibility profile.
 - B. Create a Participant eligibility profile and select User person type from Person Type under Personal.
 - C. Create a Participant eligibility profile and select User person type from Person Type under Employment.
 - D. Write a fast formula of type Participant and Rate Eligibility, get user person type from this
- Answer: ([SHOW ANSWER](#))**

NEW QUESTION: 26

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

Which ceiling rule type should be used?

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

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

NEW QUESTION: 27

Which two are correct descriptions of absence types?

- A. Include the rules that pertain to the required certifications
- 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 approval routing, depending on the user type submitting the absence
- E. Define absence payment information to transfer for payroll processing

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

NEW QUESTION: 28

Which two statements are true about Absence Management?

- A. Absence Management is responsible for accrual, balances, and entitlements calculation.
- B. Absence Management tracks monetary balances.
- C. Absence Plans act as the bridge between Absence Management and Global Payroll.
- D. Absence Management uses elements for calculating entitlements or maintaining accrual balances.

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

NEW QUESTION: 29

You created an Incremental accrual absence plan with a Monthly Accrual processing period, a flat accrual rate of 2.5 hours, and a vesting period of 1 month.

How much accrual will be available to an employee after two months of the employee's enrollment into the accrual plan?

- A. 0
- B. 2.5
- C. 10
- D. 7.5
- E. 5

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

NEW QUESTION: 30

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

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

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

NEW QUESTION: 31

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

- A. Qualification Date
- B. Formula
- C. As of Event
- D. Matrix
- E. Absence Start Date
- F. Absence Duration

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

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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 "Flat Amount" and the Expiration Period to "3 Years".
- B. Set the Carry Over Limit Rule to "Include in Matrix" 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 "Formula" and the Expiration Period to "3 Years".

Answer: A (LEAVE A REPLY)

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