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Oracle Absence Management Cloud 2025 Implementation Professional Sample Questions (Q19-Q24):

NEW QUESTION # 19

What is the purpose of an eligibility profile on a certification definition?

- A. To prevent payment of qualified entitlements to ineligible employees
- **B. To limit the types of employees who have the certification auto-generated when an absence is created**
- C. To allow overrides of a payment percentage for eligible employees
- D. To determine plan eligibility

Answer: B

NEW QUESTION # 20

Employees are enrolled in a vacation accrual plan that has a plan term of January 01 through December 31. Your organization's rules for vacation plans indicate that accruals happen only on the last day of each month. Which Accrual Type must be associated with the plan?

- A. Defined Date
- B. Front Loaded
- **C. Last Day Accrual**
- D. Incremental

Answer: C

NEW QUESTION # 21

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

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

Answer: B

NEW QUESTION # 22

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 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 plan as well as to the absence type.

Answer: A

NEW QUESTION # 23

Your organization wishes to process Compensatory absences alongside Maternity absences, so you need to add both types of plan to the same Absence Type. What else do you need to do in order for both types of absence to be processed simultaneously?

- A. Select a formula that includes the processing of both absences
- **B. Select the Enable Concurrent Entitlement option on the plans**
- C. Add both Absence Plans to the same Absence Category

Answer: B

NEW QUESTION # 24

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