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Oracle Absence Management Cloud 2025 Implementation Professional Sample Questions (Q46-Q51):

NEW QUESTION # 46

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. 7.5
- B. 0
- C. 1
- D. 2.5
- E. 2

Answer: C

NEW QUESTION # 47

Which two tabs are common between the accrual absence plan and the qualification absence plan?

- A. Plan Balances and Transfers
- B. Participation
- C. Absence Calculation
- D. Entitlements
- E. Plan Attributes

Answer: B,E

NEW QUESTION # 48

You are changing the start date of a sickness absence. However, the absence reason previously selected is no longer available. Why is this?

- A. No Absence Certification associated with the absence record.
- B. Incorrect Absence Pattern associated with Absence Type.
- C. Absence Type does not have Unit of Measure completed.
- D. The absence reason's effective date does not fit within the updated absence start date.

Answer: D

NEW QUESTION # 49

The HR Director of a global organization, whose workforce is enrolled in numerous Absence Plans according to country, wants all related absences to be set up against a single Absence Type, for example, all sickness in a single "Sickness" Absence Type. What would be your response?

- A. Absence Types have to be split according to the number of Absence Plans, and each Absence Plan has to have its own Absence Type configuration.
- B. It is not possible because Absence Types have to be split by legislation, the same way Absence Plans are, due to the varying rules for each country.
- C. Everyone should be moved to the same Absence Plan for it to be possible.

Answer: B

NEW QUESTION # 50

What must an employee have in order to add two different absences on the same day?

- A. Multiple Absence Relationships
- B. Multiple Person Records
- C. Multiple Assignments
- D. Multiple Work Relationships

Answer: C

NEW QUESTION # 51

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