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Oracle Absence Management Cloud 2025 Implementation Professional

Sample Questions (Q46-Q51):

NEW QUESTION # 46

An employee submits a vacation absence for approval and the request is still in pending status. The employee subsequently decides to withdraw the request.

What action should the employee take?

- A. Email the HR team because they are the only ones who can withdraw an absence that is still in an approval status.
- B. Ask the line manager to ignore the approval, and to withdraw it instead.
- C. Wait until the absence is approved/rejected by the line manager.
- D. Withdraw the request immediately as it doesn't matter if the approval is still pending.

Answer: D

NEW QUESTION # 47

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

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

Answer: C

NEW QUESTION # 48

Your organization does not want the system to calculate qualification plan consumption independently for each of an employee's assignments.

Which Lookup code do you need to add to the ANC_PROC_CONFIGS extensible lookup type to achieve this?

- A. ANC_PERSON_LEVEL_PLAN_USE
- B. ANC_QUAL_PERSON_USE
- C. ANC_QUAL_PERSON_LEVEL_PLAN_USE
- D. ANC_QUAL_LEVEL_PLAN_USE

Answer: C

NEW QUESTION # 49

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

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

Answer: A,B,D,E

NEW QUESTION # 50

Your client has a requirement that any employee will not get enrolled into the vacation plan for the first six months of hire. Enrollment and accruals will start after the completion of six months. The plan needs to be Front-Loaded.

How will you configure this in the system?

- A. Create a plan having vesting Period with UOM as Months and duration as six.

- B. Create a rule in Accrual Matrix where you will check the length of service of an employee and If it is less than six months then accrual value should be 0.
- **C. Create a plan having a Waiting Period with UOM as Months and duration as six.**
- D. Write Partial Period Fast formula that enrolls employees only after six months from their hire date.

Answer: C

NEW QUESTION # 51

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