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## Oracle Absence Management Cloud 2025 Implementation Professional Sample Questions (Q41-Q46):

### NEW QUESTION # 41

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

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

**Answer: D,E**

#### NEW QUESTION # 42

In addition to "On Submit, " which other trigger is available when creating absence certifications?

- A. On Due Date
- B. On Save
- C. Ad Hoc
- D. On Demand

**Answer: B**

#### NEW QUESTION # 43

How do you set up varied payment percentages for an absence period for workers, based on the length of service for a qualification absence plan?

- A. Use eligibility profiles to control the payment percentage that workers are eligible for in a plan.
- B. Specify the payment percentages in the Qualification Band Matrix and Qualification Details.
- C. Configure payroll formula to determine the payment percentage for the qualification band level.
- D. Payment percentages cannot vary between workers in the same plan.

**Answer: B**

#### NEW QUESTION # 44

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. Write a fast formula of type Participant and Rate Eligibility, get user person type from this
- C. Create a Participant eligibility profile and select User person type from Person Type under Employment.
- D. Create a Participant eligibility profile and select User person type from Person Type under Personal.

**Answer: A,D**

#### NEW QUESTION # 45

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

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

**Answer: A**

#### NEW QUESTION # 46

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