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

### NEW QUESTION # 41

An employee has been granted an extra three days of vacation for the current year, for exceptional work on a recent project. The Absence Administrator, however, has reported that it is not possible to add this to the employee's balance. What could be causing this?

- A. The Absence Type has not been configured for balance adjustments.
- B. The Adjustments option has not been switched on in the Display Features for the Absence Type.
- C. The Absence Plan has not been configured for balance adjustments.
- D. Adjustments can only be added to future years.

**Answer: C**

### NEW QUESTION # 42

Which option can be configured when you create a donation absence plan in accordance with the leave policy of your enterprise?

- A. Disbursement Rules
- B. Accrual Matrix
- C. vesting Period
- D. Balance Transfers

**Answer: A**

### NEW QUESTION # 43

When creating a Rate Definition to tie to an Absence Accrual Plan, what rate type category would be selected if the value needs to be retrieved from one or more payroll balances?

- A. Balance Definition
- B. Derived Rate
- C. Formula
- D. Element

**Answer: B**

### NEW QUESTION # 44

Which two options are available for Rollover Rule of Accrual Plan?

- A. Formula
- B. Flat Amount
- C. Limited by Flat Amount
- D. Limited by Formula

**Answer: C,D**

### NEW QUESTION # 45

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 a validation formula with the criteria according to the employee rights (based on company policies) and add it to the absence type.

- C. Create an eligibility profile with the criteria according to the employee rights (based on company policies) and add it to the absence plan.
- 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 # 46

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