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Oracle Absence Management Cloud 2025 Implementation Professional Sample Questions (Q30-Q35):

NEW QUESTION # 30

You want to create an absence type that can be entered only by administrators. This absence type should have two plans that will cascade (that is, after the balance of one is consumed, then the balance of the second plan is consumed) and several valid reasons which the administrator can add when recording the absence.

How will you configure this absence type?

- A. Use security profiles to establish who can add and update specific absence types and reasons.
- B. On the Absence Type, enable administrative updates only within the display settings, add two plans in the appropriate order of priority, add reason values, and select "Display and edit" for the Reason field for administrator within the display settings.
- C. Create a separate absence framework (Plans, Types, Reasons, and so on) for Administrator usage.
- D. Use the Eligibility Profiles on the Absence Plan, to set the participation rules.

Answer: B

NEW QUESTION # 31

When setting the expiration details for a Compensatory Plan, which is a valid option?

- A. Worked Period
- B. End of Acquisition Week
- C. Ongoing
- D. Employee Termination

Answer: D

NEW QUESTION # 32

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

Answer: A

NEW QUESTION # 33

Which two are correct descriptions of absence types?

- A. Define waiting period for newly enrolled workers
- B. Determine the type of adjustments Human Resources specialists can make during maintenance of absence records
- C. Include the rules that pertain to the required certifications
- D. Control the approval routing, depending on the user type submitting the absence
- E. Define absence payment information to transfer for payroll processing

Answer: C,D

NEW QUESTION # 34

You create an Incremental accrual absence plan with a Monthly Accrual Processing Period, a flat accrual rate of 2.5 hours, a waiting

period of 2 months, and a vesting period of 1 month.

If a worker is found eligible for the plan as of a hire date of 01-Feb, what will the Enrollment Start Date be set to on the Manage Absence Records page?

- A. 01-Apr
- B. 01-May
- C. 01-Feb
- D. 01-Mar

Answer: A

NEW QUESTION # 35

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