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Oracle Absence Management Cloud 2025 Implementation Professional Sample Questions (Q71-Q76):

NEW QUESTION # 71

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

Answer: D

NEW QUESTION # 72

Absence Plan eligibility can be based on a formula. Which formula type must be selected for this purpose?

- **A. Eligibility Criteria**
- B. Eligibility Profile
- C. Participation and Rate Eligibility
- D. Participation Eligibility

Answer: A

NEW QUESTION # 73

Your Absence Manager is unsure why after running the "Absence and Payroll Info for Reconciliation" extract, there are zeros in the "Absence Plan Unit Difference" column.

How do you explain this?

- A. The extract failed
- **B. The zeros represent successful reconciliation.**
- C. The relevant absence data was not present.
- D. The data was partially reconciled.

Answer: B

NEW QUESTION # 74

Which two statements are true regarding absence entry if an employee is assigned a specific work schedule?

- A. You can record an absence for nonworking days.
- **B. You can record only one absence on a day.**
- C. The employee enters the start date and end date and the system auto generates the start and end times based on the schedule.
- **D. The employee enters the start date and end date and the system auto generates the start and end date duration based on the schedule.**

Answer: B,D

NEW QUESTION # 75

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

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

Answer: B

NEW QUESTION # 76

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