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Oracle Absence Management Cloud 2025 Implementation Professional Sample Questions (Q73-Q78):

NEW QUESTION # 73

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

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

Answer: D

NEW QUESTION # 74

A customer requires their administrator to enter paternity leave for their employees. Paternity leave can only be entered if an employee hasn't taken an absence called special absence in the previous 30 days of the paternity leave start date.

The customer requires also that this paternity leave absence is only available for the employees who have one year of seniority in the company. Employees should notify of the absence at least 30 days in advance of the start date of the absence; otherwise, the absence is not considered timely.

Which configuration should you use to implement these requirements?

- A. 1. Create an absence type using a childbirth or placement pattern.
2. Enable administrative updates.
3. Create a validation formula with the logic to evaluate if the "special absence" was taken 30 days before this absence and add it to the absence type.
4. Create an eligibility profile with the criteria of employees with 1 or more seniority in the company and add it to the absence type.
5. Select the qualified entitlements check box and set the evaluation rule to check for 30 days from the start date.
- B. 1. Create an absence type using a childbirth or placement pattern.
2. Enable administrative updates.
3. Create a validation formula with the logic to evaluate if the "special absence" was taken 30 days before this absence and add it to the absence type.
4. Create an eligibility profile with the criteria of employees with 1 or more seniority in the company and add it to the absence type.
5. Configure the late notification evaluation rule according to the requirement of at least 30 days in advance of the start date.
- C. 1. Create an absence type using a childbirth or placement pattern.
2. Enable administrative updates.
3. Create an eligibility profile with the criteria of employees with 1 or more seniority in the company and add it to the absence type.
4. Create an absence certification of type Documentation that prevents absence entry if linked absence of type Special absence exists in the previous 30 days.
- D. 1. Create an absence type using a childbirth or placement pattern.
2. Enable administrative updates.
3. Create a validation formula with the logic to evaluate if the "special absence" was taken 30 days before this absence and add it to the absence type.
4. Create an eligibility profile with the criteria of employees with 1 or more seniority in the company and add it to the absence type.
5. Configure the late notification evaluation rule according to the requirement of at least 30 days in advance of the start date.

Answer: D

NEW QUESTION # 75

Which parameter should you use to limit processing to a specific set of workers in the Evaluate Absence process?

- A. **Person Rule**
- B. Person Selection Rule
- C. Person Subset
- D. Person
- E. Person Eligibility

Answer: A

NEW QUESTION # 76

What type of qualification plan term should you use in order for the plan term to equal the start and end dates of the scheduled absence?

- A. No Plan Term
- **B. Absence Duration**
- C. Calendar Year
- D. Rolling Forward
- E. Rolling Backward

Answer: B

NEW QUESTION # 77

Your client wants only those employees who have completed one year of service to be eligible for an absence plan. Which two configurations should you perform so that employees will not see absence types associated with the plan until they are eligible?

- A. Set the Vesting Rule, duration, and UOM on the Accrual Attributes page to Elapsed Period, 1 Years.
- **B. Create a derived factor of Type Length of service (by checking the length of service for one year), and call this derived factor in the Eligibility profile on the participation page.**
- C. Set the Waiting Period field on the Participation page to one year from the Enrollment Start Date.
- **D. Use the Hire date option that Is available in the Eligibility Profile under Employment.**

Answer: B,D

NEW QUESTION # 78

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