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Oracle Absence Management Cloud 2025 Implementation Professional Sample Questions (Q81-Q86):

NEW QUESTION # 81

The HR Director of a global organization, whose workforce is enrolled in numerous Absence Plans according to country, wants all related absences to be set up against a single Absence Type, for example, all sickness in a single "Sickness" Absence Type. What would be your response?

- A. Absence Types have to be split according to the number of Absence Plans, and each Absence Plan has to have its own Absence Type configuration.
- B. Everyone should be moved to the same Absence Plan for it to be possible.
- C. It is not possible because Absence Types have to be split by legislation, the same way Absence Plans are, due to the

varying rules for each country.

Answer: C

NEW QUESTION # 82

When assigning work schedules via the Manage Work Schedule Assignment Administration task, which level has the highest priority and which level the lowest?

- A. Highest > Assignment; Lowest > Enterprise
- B. Highest > Assignment; Lowest > Legal Employer
- C. Highest > Person; Lowest > Enterprise
- D. Highest > Legal Employer; Lowest > Person

Answer: A

NEW QUESTION # 83

Your organization wants to record all public holidays within the system, which they can do using Calendar Events. This will ensure that these dates do not reduce an employee's absence balance. Because your organization is global, not all public holidays apply to every employee.

What do you need to associate the calendar events with so that the right employees get the appropriate holidays?

- A. Geographical Structure
- B. Position Structure
- C. Enterprise Structure
- D. Department Structure

Answer: A

NEW QUESTION # 84

In order to enable the Responsive UI and the Absences self-service pages, which two profile options must you create and enable?

- A. HCM_RESPONSIVE_PAGES_ENABLED
- B. HCM_ABSENCES_RESPONSIVE_ENABLED
- C. ANC_ABSENCES_RESPONSIVE_ENABLED
- D. ANC_RESPONSIVE_PAGES_ENABLED

Answer: A,C

NEW QUESTION # 85

Your organization wants to ensure that the amount calculated for a U.K. absence payment rate does not exceed a set amount of £100 per day.

When creating a Rate Definition, which option in the Maximum Rate Value field must you choose to ensure that the organization's rules are met?

- A. Rate Definition
- B. Formula
- C. Value (i.e. fixed amount)
- D. Value by Criteria

Answer: C

NEW QUESTION # 86

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