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## **Oracle Absence Management Cloud 2025 Implementation Professional**

## Sample Questions (Q46-Q51):

### NEW QUESTION # 46

You are changing the start date of a sickness absence. However, the absence reason previously selected is no longer available. Why is this?

- A. Absence Type does not have Unit of Measure completed.
- B. No Absence Certification associated with the absence record.
- C. Incorrect Absence Pattern associated with Absence Type.
- **D. The absence reason's effective date does not fit within the updated absence start date.**

**Answer: D**

### NEW QUESTION # 47

You need to implement a system where public holidays do not affect employees' absence balance. How do you achieve this?

- A. Apply the public holiday dates to the accrual matrix.
- B. Create Calendar Events and assign them to the relevant employees.
- **C. Create Calendar Events and assign them as exceptions within the work schedule.**
- D. Create Resource Exceptions and assign them within work schedule.

**Answer: C**

### NEW QUESTION # 48

Which process should you use to roll back the absence plan balance calculation date?

- A. Migrate Previous Versions of Absence Data
- **B. Withdraw Accruals and Balances**
- C. Update Accrual Plan Enrollments
- D. Calculate Accruals and Balances
- E. Evaluate Absences

**Answer: B**

### NEW QUESTION # 49

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

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

**Answer: B**

### NEW QUESTION # 50

You have a requirement to base the accrual definition on the Legal employer seniority date. The accrual will be given based on the Legal employer seniority date and will be different for varied length of service. Which configuration meets this requirement?

- **A. Define a Length of Service Derived Factor, link the Derived Factor definition to an Eligibility Profile, and link the Eligibility Profile to the Accrual page of an Accrual Plan.**
- B. Define a Length of Service Derived Factor, link the Derived Factor definition to an Eligibility Profile, and link the Eligibility Profile to the Participation page of an Accrual Plan.
- C. Define a Length of Service Derived Factor and link the Derived Factor definition to one or more rows of the Accrual Matrix on the Accrual page of an Accrual Plan.
- D. Define a Length of Service Derived Factor and link the Derived Factor to the Plan Attributes page of an Accrual Plan.

**Answer: A**

## NEW QUESTION # 51

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