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## **Oracle Absence Management Cloud 2025 Implementation Professional Sample Questions (Q80-Q85):**

### **NEW QUESTION # 80**

Which two options are available for Rollover Rule of Accrual Plan?

- A. Limited by Formula
- B. Flat Amount
- C. Formula
- D. Limited by Flat Amount

**Answer: A,D**

#### NEW QUESTION # 81

Over which four frequencies can you choose to repeat an absence when entering absence details?

- A. Hours
- B. Daily
- C. Specific Number of Months
- D. Specific Number of Hours
- E. Specific Number of Days
- F. Monthly
- G. Specific Number of Weeks
- H. Weekly

**Answer: B,D,F,H**

#### NEW QUESTION # 82

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 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.
- 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 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.
- 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: B**

### NEW QUESTION # 83

How do you set up varied payment percentages for an absence period for workers, based on the length of service for a qualification absence plan?

- A. Configure payroll formula to determine the payment percentage for the qualification band level.
- **B. Specify the payment percentages in the Qualification Band Matrix and Qualification Details.**
- C. Use eligibility profiles to control the payment percentage that workers are eligible for in a plan.
- D. Payment percentages cannot vary between workers in the same plan.

**Answer: B**

### NEW QUESTION # 84

You created an Incremental accrual absence plan with a Monthly Accrual processing period, a flat accrual rate of 2.5 hours, and a vesting period of 1 month.

How much accrual will be available to an employee after two months of the employee's enrollment into the accrual plan?

- A. 2.5
- B. 7.5
- **C. 0**
- D. 1
- E. 2

**Answer: C**

### NEW QUESTION # 85

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