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Oracle Absence Management Cloud 2025 Implementation Professional Sample Questions (Q47-Q52):

NEW QUESTION # 47

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. Everyone should be moved to the same Absence Plan for it to be possible.
- **B. 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.**
- C. 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.

Answer: B

NEW QUESTION # 48

Your organization wishes to process Compensatory absences alongside Maternity absences, so you need to add both types of plan to the same Absence Type.

What else do you need to do in order for both types of absence to be processed simultaneously?

- A. Select a formula that includes the processing of both absences
- B. Add both Absence Plans to the same Absence Category
- **C. Select the Enable Concurrent Entitlement option on the plans**

Answer: C

NEW QUESTION # 49

When setting up rules for absence certification requirements, which section do you use to control details about when the certificate due date has been reached?

- **A. Passage of Due Date**
- B. No Certificate Uploaded
- C. Due Date Expiration
- D. Expiration Period

Answer: A

NEW QUESTION # 50

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. vesting Period
- **C. Disbursement Rules**
- D. Balance Transfers

Answer: C

NEW QUESTION # 51

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

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

Answer: B,D

NEW QUESTION # 52

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