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Oracle Absence Management Cloud 2025 Implementation Professional Sample Questions (Q11-Q16):

NEW QUESTION # 11

Your Absence Manager is unsure why after running the "Absence and Payroll Info for Reconciliation" extract, there are zeros in the "Absence Plan Unit Difference" column.
How do you explain this?

- A. The relevant absence data was not present.
- B. The extract failed
- C. The data was partially reconciled.
- D. The zeros represent successful reconciliation.

Answer: D

NEW QUESTION # 12
Your organization wants to transfer absence entries to Global Payroll. After creating the linking element in payroll, to which tab must you add the element in the absence plan?

- A. Entries and Balances
- B. Plan Attributes
- C. Participation
- D. Accruals

Answer: A

NEW QUESTION # 13
After enabling which four options does the process of local and global transfers include automation of accrual plan enrollment and copying of plan balances for accrual plans?

- A. Disbursement
- B. Rollover
- C. Hours Unit of Measure
- D. Waiting Period
- E. Vesting Period
- F. Payroll Transfer

Answer: A,B,C,D,E,F

NEW QUESTION # 14
Your customer wants workers to submit a medical certificate from an authorized doctor when they schedule a sick absence.
Which three steps should you perform?

- A. Associate Action Item with absence type on the Certifications tab.
- B. Associate certification requirements with an absence type on the Action items tab.
- C. Configure sick absence type.
- D. Configure certification requirements in the absence administration work area.
- E. Configure Action Item in the absence administration work area.

Answer: A,C,D

NEW QUESTION # 15
An employee has been promoted, and as a consequence, is now eligible to enroll in the more beneficial Manager Vacation plan.
Which process needs to be run in order for the system to recognize the change and automatically associate the employee with the new plan, as well as transfer any outstanding balances?

- A. Evaluate Absences
- B. Calculate Accruals and Balances
- C. Process Events
- D. Update Accrual Plan Enrollments

Answer: D

NEW QUESTION # 16

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