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Oracle Absence Management Cloud 2025 Implementation Professional Sample Questions (Q19-Q24):

NEW QUESTION # 19

What happens when an employee includes Compensatory absences on a Time Card that exceeds the plan's ceiling limit?

- A. The application issues a warning, which the employee can correct or ignore before submission
- B. The application will automatically know not to pay for any time that exceeds the ceiling limit
- C. The application issues an error, which the employee has to correct before submission

Answer: C

NEW QUESTION # 20

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

Answer: A

NEW QUESTION # 21

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

Answer: D

NEW QUESTION # 22

Which three elements make up the structure of a work schedule?

- A. Shift
- B. Pattern
- C. Days
- D. Schedule
- E. Matrix

Answer: A,B,C

NEW QUESTION # 23

Usually, if a shift spans two days (for example, 8 pm to 6 am), the day split would be at midnight. However, your organization wants to apply the split at 10 pm instead.

Where would you change the setting to configure this requirement?

- **A. Work Day Definition**
- B. Absence Pattern
- C. Absence Plan
- D. Work Shift Parameters

Answer: A

NEW QUESTION # 24

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