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Oracle Absence Management Cloud 2025 Implementation Professional Sample Questions (Q40-Q45):

NEW QUESTION # 40

A customer has the following absence records:

	Absence Dates	Absence Status
1	01 April to 05 April	Submitted
2	06 May	Submitted
3	12 May	Withdrawn
4	19 July	Awaiting approval
5	20 August to 28 August	Submitted
6	30 August	Saved

You run the "Evaluate Absence" process with an effective date of 07 April. Which absences will be processed?

- A. 2, 4, 5, 6
- B. 1, 4, 5
- C. 2, 3, 4, 5, 6
- D. 2, 4, 5

Answer: D

NEW QUESTION # 41

Absence Plan eligibility can be based on a formula. Which formula type must be selected for this purpose?

- A. Eligibility Profile
- B. Participation and Rate Eligibility
- C. **Eligibility Criteria**
- D. Participation Eligibility

Answer: C

NEW QUESTION # 42

You want to create an absence type that can be entered only by administrators. This absence type should have two plans that will cascade (that is, after the balance of one is consumed, then the balance of the second plan is consumed) and several valid reasons which the administrator can add when recording the absence.

How will you configure this absence type?

- A. On the Absence Type, enable administrative updates only within the display settings, add two plans in the appropriate order of priority, add reason values, and select "Display and edit" for the Reason field for administrator within the display settings.
- B. Create a separate absence framework (Plans. Types. Reasons, and so on) for Administrator usage.
- C. Use the Eligibility Profiles on the Absence Plan, to set the participation rules.
- D. Use security profiles to establish who can add and update specific absence types and reasons.

Answer: A

NEW QUESTION # 43

An employee is transferred to another part of the business. Their existing vacation accrual plan enrollment is ended, and a new enrollment to the same plan is automatically applied.

Existing Balance, Carry Over, and Waiting Period details are copied over to the new enrollment.

Which two additional values are also copied?

- A. Vesting Period
- B. Hours Unit of Measure
- C. Payroll Transfer
- D. Disbursement

Answer: A,D

NEW QUESTION # 44

When creating a Compensatory plan, you must consider the Balance Frequency Source field. In addition to Repeating Period, which other option is available for selection?

- A. Person Primary Frequency
- B. Absence Accrual Frequency
- C. Work Schedule Frequency
- D. Payroll Frequency

Answer: D

NEW QUESTION # 45

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