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Oracle Absence Management Cloud 2025 Implementation Professional Sample Questions (Q17-Q22):

NEW QUESTION # 17

Which four components can be linked to an absence type when editing it?

- A. Absence categories
- B. **Absence reasons**
- C. Absence elements
- D. **Absence certifications**
- E. **Absence plans**
- F. **Eligibility profiles**

Answer: B,D,E,F

NEW QUESTION # 18

What is the purpose of an eligibility profile on a certification definition?

- A. **To limit the types of employees who have the certification auto-generated when an absence is created**
- B. To prevent payment of qualified entitlements to ineligible employees
- C. To allow overrides of a payment percentage for eligible employees
- D. To determine plan eligibility

Answer: A

NEW QUESTION # 19

What must an employee have in order to add two different absences on the same day?

- A. Multiple Absence Relationships
- B. **Multiple Assignments**
- C. Multiple Work Relationships
- D. Multiple Person Records

Answer: B

NEW QUESTION # 20

The HR Director wants a custom Absence Pattern to be created and used for all Compensatory and Donation absences. What would be your response?

- A. **You cannot create custom Absence Patterns.**
- B. You can duplicate one of the existing Absence Patterns, and make necessary adjustments.
- C. You can include additional related Absence Types in this custom setup.
- D. You cannot combine two Absence Types into the same Absence Pattern; therefore, you need to create one for each.

Answer: A

NEW QUESTION # 21

You want to adjust an employee's net pay based on absences transferred to payroll.

What must you create in payroll that links the absence plan to payroll?

- A. **Balance Definitions**
- B. Payroll Definition
- C. Absence Adjustment Rules
- D. Elements

Answer: A

NEW QUESTION # 22

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