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## Oracle Absence Management Cloud 2025 Implementation Professional Sample Questions (Q66-Q71):

### NEW QUESTION # 66

An employee is enrolled into a plan on a future date. HR searches for the employee on a date earlier than that date, as a result of which the enrollment does not appear by default (because the status is Inactive). HR goes ahead and tries to add a new enrollment to the same plan as of current date.

What is the result of this action assuming accrual has not been run for the old enrollment?

- A. The plan is not available in the drop-down menu for adding new enrollment.
- B. The system throws an error saying an enrollment already exists.
- C. This results in one enrollment with the new enrollment start date.
- D. This results in two enrollments.

**Answer: C**

### NEW QUESTION # 67

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

**Answer: C**

### NEW QUESTION # 68

An employee has been granted an extra three days of vacation for the current year, for exceptional work on a recent project. The Absence Administrator, however, has reported that it is not possible to add this to the employee's balance.

What could be causing this?

- A. The Absence Type has not been configured for balance adjustments.
- B. The Adjustments option has not been switched on in the Display Features for the Absence Type.
- C. The Absence Plan has not been configured for balance adjustments.
- D. Adjustments can only be added to future years.

**Answer: C**

### NEW QUESTION # 69

Your organization wants the expiration of compensatory time to be overridden on an ad hoc basis. Which two user types can be granted this ability?

- A. IT Security Manager
- B. Implementer
- C. Employee
- D. Administrator
- E. Manager

**Answer: D,E**

### NEW QUESTION # 70

You have a requirement to base the accrual definition on the Legal employer seniority date. The accrual will be given based on the Legal employer seniority date and will be different for varied length of service.

Which configuration meets this requirement?

- A. Define a Length of Service Derived Factor, link the Derived Factor definition to an Eligibility Profile, and link the Eligibility Profile to the Participation page of an Accrual Plan.
- B. Define a Length of Service Derived Factor and link the Derived Factor to the Plan Attributes page of an Accrual Plan.
- C. Define a Length of Service Derived Factor and link the Derived Factor definition to one or more rows of the Accrual Matrix on the Accrual page of an Accrual Plan.
- **D. Define a Length of Service Derived Factor, link the Derived Factor definition to an Eligibility Profile, and link the Eligibility Profile to the Accrual page of an Accrual Plan.**

**Answer: D**

## NEW QUESTION # 71

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