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Oracle Absence Management Cloud 2025 Implementation Professional Sample Questions (Q16-Q21):

NEW QUESTION # 16
An employee is enrolled in the following accrual plans, both of which are linked to the same absence type:
Floating Holiday - Priority 100 - (Balance = 2 days), no negative balance allowed. Vacation - Priority 200 - (Balance = 3 days), negative balance allowed with a limit of 2 days.
How is a 7-day absence processed using this absence plan setup?

- A. Vacation balance is decreased by 3 days and Floating Holiday balance by 2 days.
- B. Floating Holiday balance is decreased by 2 days and Vacation balance by 2 days,
- C. Vacation balance is decreased by 5 days and Floating Holiday balance by 2 days.
- D. Floating Holiday balance is decreased by 2 days and Vacation balance by 5 days.
- E. Floating Holiday balance is decreased by 2 days and Vacation balance by 3 days.

Answer: D

NEW QUESTION # 17

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 and link the Derived Factor definition to one or more rows of the Accrual Matrix on the Accrual 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, link the Derived Factor definition to an Eligibility Profile, and link the Eligibility Profile to the Participation 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 # 18

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

Answer: B

NEW QUESTION # 19

When assigning work schedules via the Manage Work Schedule Assignment Administration task, which level has the highest priority and which level the lowest?

- A. Highest > Person; Lowest > Enterprise
- B. Highest > Assignment; Lowest > Enterprise
- C. Highest > Assignment; Lowest > Legal Employer
- D. Highest > Legal Employer; Lowest > Person

Answer: B

NEW QUESTION # 20

When setting the expiration details for a Compensatory Plan, which is a valid option?

- A. Employee Termination
- B. End of Acquisition Week
- C. Worked Period
- D. Ongoing

Answer: A

NEW QUESTION # 21

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