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Oracle Absence Management Cloud 2025 Implementation Professional Sample Questions (Q24-Q29):

NEW QUESTION # 24

You need to implement a system where public holidays do not affect employees' absence balance. How do you achieve this?

- A. Create Calendar Events and assign them to the relevant employees.
- **B. Create Calendar Events and assign them as exceptions within the work schedule.**
- C. Apply the public holiday dates to the accrual matrix.
- D. Create Resource Exceptions and assign them within work schedule.

Answer: B

NEW QUESTION # 25

Your client has a requirement that loss of pay (LOP) leave should only be applied by an admin and not by employees. How will you set up Absence type to achieve this requirement?

- A. Write an Absence validation formula to restrict employee from applying leave.
- B. Attach Eligibility profile to an Absence type.
- C. Enable Administrative and Manager Updates.
- **D. Enable only Administrative Updates.**

Answer: D

NEW QUESTION # 26

Which two statements are true regarding absence entry if an employee is assigned a specific work schedule?

- A. You can record an absence for nonworking days.
- B. The employee enters the start date and end date and the system auto generates the start and end times based on the schedule.
- **C. You can record only one absence on a day.**
- **D. The employee enters the start date and end date and the system auto generates the start and end date duration based on the schedule.**

Answer: C,D

NEW QUESTION # 27

Your organization wants to transfer absence entries to Global Payroll. After creating the linking element in payroll, to which tab must you add the element in the absence plan?

- A. Plan Attributes
- B. Accruals
- C. Participation
- **D. Entries and Balances**

Answer: D

NEW QUESTION # 28

How do you set up varied payment percentages for an absence period for workers, based on the length of service for a qualification absence plan?

- A. Configure payroll formula to determine the payment percentage for the qualification band level.
- B. Payment percentages cannot vary between workers in the same plan.
- **C. Specify the payment percentages in the Qualification Band Matrix and Qualification Details.**
- D. Use eligibility profiles to control the payment percentage that workers are eligible for in a plan.

Answer: C

NEW QUESTION # 29

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