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Oracle Absence Management Cloud 2025 Implementation Professional Sample Questions (Q53-Q58):

NEW QUESTION # 53

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

Answer: B

NEW QUESTION # 54

Which three adjustment types can be applied through the Enrollments and Adjustments task within Manage Absence Records task?

- **A. Update balance details**
- **B. Transfer balance**
- C. Run accruals for all plans
- D. Periodic accruals
- **E. Discretionary disbursement**
- F. Carryover

Answer: A,B,E

NEW QUESTION # 55

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. Disbursement**
- C. Hours Unit of Measure
- D. Payroll Transfer

Answer: A,B

NEW QUESTION # 56

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

Answer: A,D

NEW QUESTION # 57

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

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

Answer: B

NEW QUESTION # 58

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