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Oracle Absence Management Cloud 2025 Implementation Professional Sample Questions (Q34-Q39):

NEW QUESTION # 34

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

Answer: A

NEW QUESTION # 35

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

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

Answer: B

NEW QUESTION # 36

Your client has a requirement that only employees whose user person type is "Regular Employee" are eligible for absence plan. Which two options are applicable?

Write a fast formula of type Global Absence Entry Validation and get user person type from this formula.

- A. Create a Participant eligibility profile and select User person type from Person Type under Personal.
- B. Write a fast formula of type Participant and Rate Eligibility, get user person type from this
- C. Create a Participant eligibility profile and select User person type from Person Type under Employment.
- D. Write a fast formula of type Participant and Rate Eligibility, get user person type from this formula, and attach this formula to an eligibility profile.

Answer: A,D

NEW QUESTION # 37

A customer requires their administrator to enter paternity leave for their employees. Paternity leave can only be entered if an employee hasn't taken an absence called special absence in the previous 30 days of the paternity leave start date.

The customer requires also that this paternity leave absence is only available for the employees who have one year of seniority in the company. Employees should notify of the absence at least 30 days in advance of the start date of the absence; otherwise, the absence is not considered timely.

Which configuration should you use to implement these requirements?

- A. 1. Create an absence type using a childbirth or placement pattern.
2. Enable administrative updates.
3. Create a validation formula with the logic to evaluate if the "special absence" was taken 30 days before this absence and add it to the absence type.
4. Create an eligibility profile with the criteria of employees with 1 or more seniority in the company and add it to the absence type.
5. Select the qualified entitlements check box and set the evaluation rule to check for 30 days from the start date.
- B. 1. Create an absence type using a childbirth or placement pattern.
2. Enable administrative updates.
3. Create a validation formula with the logic to evaluate if the "special absence" was taken 30 days before this absence and add it to the absence type.
4. Create an eligibility profile with the criteria of employees with 1 or more seniority in the company and add it to the absence type.
5. Configure the late notification evaluation rule according to the requirement of at least 30 days in advance of the start date.
- C. 1. Create an absence type using a childbirth or placement pattern.
2. Enable administrative updates.

3. Create a validation formula with the logic to evaluate if the "special absence" was taken 30 days before this absence and add it to the absence type.
4. Create an eligibility profile with the criteria of employees with 1 or more seniority in the company and add it to the absence type.
5. Configure the late notification evaluation rule according to the requirement of at least 30 days in advance of the start date.
- D. 1. Create an absence type using a childbirth or placement pattern.
2. Enable administrative updates.
3. Create an eligibility profile with the criteria of employees with 1 or more seniority in the company and add it to the absence type.
4. Create an absence certification of type Documentation that prevents absence entry if linked absence of type Special absence exists in the previous 30 days.

Answer: B

NEW QUESTION # 38

An employee has the following linked accrual plan balances:

* Floating Holiday (priority 1) - 2 days

* Vacation (priority 2) - 10 days

The employee submits a vacation for 8 days. What are the calculated remaining balances?

- A. Floating Holiday - 0 days and Vacation - 2 days
- B. Floating Holiday - 2 days and Vacation - 2 days
- C. Floating Holiday - 0 days and Vacation - 4 days

Answer: C

NEW QUESTION # 39

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