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## Oracle Absence Management Cloud 2025 Implementation Professional

## Sample Questions (Q84-Q89):

### NEW QUESTION # 84

The accrual balance of a worker at the end of an accrual term is 7 days. The carryover limit for the plan is 5 days. The carryover expiry is set to 3 months. The worker has taken 1.5 days of vacation in the first month of the new term. The repeating period of this incremental accrual plan has a Monthly frequency and the accrual granted during each period is 1.5 days.

What is the accrual balance at the end of the 6th month in this new term?

- A. 0
- B. 1
- C. 7.5
- D. 9.5
- E. 8.5

**Answer: A**

### NEW QUESTION # 85

Your organization indicates that the ceiling amount of donated entitlement varies according to length of service. Which ceiling rule type should be used?

- A. Flat Amount
- B. No Limit
- C. Formula
- D. Derived Factor

**Answer: D**

### NEW QUESTION # 86

Your organization wants to ensure proper payment for partial day absences which have shifts that cross midnight. For workers who have shifts that cross midnight, the parent calculation card in payroll for absence entries can now have an effective start date that is one day prior to the absence start date.

In this scenario which work day definition rule must be assigned to the worker?

- A. End Day Rule
- B. Start Day Rule
- C. Split At Day Start Time Rule

**Answer: B**

### NEW QUESTION # 87

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 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.
- 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 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.

**Answer: C**

#### **NEW QUESTION # 88**

An employee has been promoted, and as a consequence, is now eligible to enroll in the more beneficial Manager Vacation plan. Which process needs to be run in order for the system to recognize the change and automatically associate the employee with the new plan, as well as transfer any outstanding balances?

- A. Evaluate Absences
- B. Calculate Accruals and Balances
- C. Update Accrual Plan Enrollments
- D. Process Events

**Answer: C**

#### **NEW QUESTION # 89**

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