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Oracle Absence Management Cloud 2025 Implementation Professional Sample Questions (Q44-Q49):

NEW QUESTION # 44
What happens when an employee includes Compensatory absences on a Time Card that exceeds the plan's ceiling limit?

- A. The application issues an error, which the employee has to correct before submission
- B. The application issues a warning, which the employee can correct or ignore before submission
- C. The application will automatically know not to pay for any time that exceeds the ceiling limit

Answer: A

NEW QUESTION # 45
An employee's start date changes, and you realize the change will have an impact on that employee's absence plan enrollments. Which process do you need to run to automatically adjust the enrollment details?

- A. Update Accrual Plan Enrollments
- B. Update Plan Entitlements
- C. Update New Starter Absence Details
- D. Update Enrollment Status

Answer: A

NEW QUESTION # 46
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 5 days and Floating Holiday balance by 2 days.
- B. Floating Holiday balance is decreased by 2 days and Vacation balance by 2 days,
- C. Floating Holiday balance is decreased by 2 days and Vacation balance by 3 days.
- D. Vacation balance is decreased by 3 days and Floating Holiday balance by 2 days.
- E. Floating Holiday balance is decreased by 2 days and Vacation balance by 5 days.

Answer: E

NEW QUESTION # 47
A worker is scheduled to work from Monday to Friday. As an HR administrator, you receive a call from the worker on Friday evening 10-Mar-2023, that they are on vacation from ll-Mar-2023 (Saturday) and will be back at work on 27-Mar-2023 (Monday). The absence type for vacation has no duration formula or plans attached and the duration is measured in Days. There is a calendar exception on 24-Mar-2023 (Friday).
What should be the start date, end date, and the duration of this absence record if the "Schedule nonworking.

- A. Start Date: 13-Mar-2023 End Date: 23-Mar-2023 Duration: 11
- B. Start Date: l3-Mar-2023 End Date: 24-Mar-2023 Duration: 10
- C. Start Date: ll-Mar-2023 End Date: 27-Mar-2023 Duration: 17
- D. Start Date: 13-Mar-2023 End Date: 23-jMpr-2023 Duration: 9
- E. Start Date: ll-Mar-2023 End Date: 26-Mar-2023 Duration: 16
- F. Start Date: ll-Mar-2023 End Date: 24-Mar-2023 Duration: 14

Answer: C

NEW QUESTION # 48
Which option is NOT part of the configuration while creating a qualification plan?

- A. Assign Rate Definitions
- B. Assign Eligibility Profile
- C. Configure Accrual Band Matrix

- D. Configure Entitlement Band Matrix
- E. Assign Derived Factor

Answer: C

NEW QUESTION # 49

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