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Oracle Absence Management Cloud 2025 Implementation Professional Sample Questions (Q45-Q50):

NEW QUESTION # 45

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. 8.5
- **B. 0**
- C. 9.5

- D. 1
- E. 7.5

Answer: B

NEW QUESTION # 46

A full-time employee, having a plan balance of 200 hours, is associated with an accrual plan that has a ceiling limit of 250 hours. The employment status of the employee is changed to part-time, which has a reduced accrual plan ceiling limit of 150 hours. What happens when the Calculate Accruals process is run?

- A. The original balance of 200 hours will remain valid, but will be moved to a different "overflow-plan to be spent as required. The new plan will accrue balances as normal up to the new 150 hours threshold.
- B. The application will generate a zero-accrual record with the new reduced ceiling limit. The balance of 200 hours that the employee had when the employment status was full-time will remain even after the change in employment status because the balance can exceed the new reduced accrual plan ceiling limit. However, a new accrual amount will only be generated once the balance falls below the new accrual ceiling limit.
- C. The application will automatically reduce the employee's balance to 150 hours to meet the new ceiling limit and new accruals will be generated once the balance falls below this threshold.
- D. The original balance of 200 hours will be automatically disbursed through their payroll, and accruals will start generating from that point onward with a ceiling of 150 hours.

Answer: B

NEW QUESTION # 47

When assigning work schedules via the Manage Work Schedule Assignment Administration task, which level has the highest priority and which level the lowest?

- A. Highest > Legal Employer; Lowest > Person
- B. Highest > Assignment; Lowest > Enterprise
- C. Highest > Person; Lowest > Enterprise
- D. Highest > Assignment; Lowest > Legal Employer

Answer: B

NEW QUESTION # 48

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

Answer: D

NEW QUESTION # 49

You want to create an absence type that can be entered only by administrators. This absence type should have two plans that will cascade (that is, after the balance of one is consumed, then the balance of the second plan is consumed) and several valid reasons which the administrator can add when recording the absence.

How will you configure this absence type?

- A. On the Absence Type, enable administrative updates only within the display settings, add two plans in the appropriate order of priority, add reason values, and select "Display and edit" for the Reason field for administrator within the display

settings.

- B. Use security profiles to establish who can add and update specific absence types and reasons.
- C. Create a separate absence framework (Plans, Types, Reasons, and so on) for Administrator usage.
- D. Use the Eligibility Profiles on the Absence Plan, to set the participation rules.

Answer: A

NEW QUESTION # 50

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