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Oracle Absence Management Cloud 2025 Implementation Professional

Sample Questions (Q12-Q17):

NEW QUESTION # 12
Your organization wants to transfer absence entries to Global Payroll. After creating the linking element in payroll, to which tab must you add the element in the absence plan?

- A. Accruals
- B. Participation
- C. Entries and Balances
- D. Plan Attributes

Answer: C

NEW QUESTION # 13
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. 8.5
- D. 7.5
- E. 9.5

Answer: A

NEW QUESTION # 14
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. Configure the late notification evaluation rule according to the requirement of at least 30 days in advance of the start date.
- B. 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.
- 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 # 15

Your Absence Manager is unsure why after running the "Absence and Payroll Info for Reconciliation" extract, there are zeros in the "Absence Plan Unit Difference" column.
How do you explain this?

- A. The data was partially reconciled.
- B. The extract failed
- C. The zeros represent successful reconciliation.
- D. The relevant absence data was not present.

Answer: C

NEW QUESTION # 16

Your client wants a setup where an employee should start accruing leave balance only after completing two months in the organization.
What will you set up in the Accrual Plan to achieve this requirement?

- A. Vesting Rule
- B. Waiting Period
- C. Partial Period Accrual
- D. Accrual Proration

Answer: B

NEW QUESTION # 17

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