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## Oracle Absence Management Cloud 2025 Implementation Professional Sample Questions (Q13-Q18):

NEW QUESTION # 13

Your client has a requirement that any employee will not get enrolled into the vacation plan for the first six months of hire. Enrollment and accruals will start after the completion of six months. The plan needs to be Front-Loaded. How will you configure this in the system?

- A. Create a rule in Accrual Matrix where you will check the length of service of an employee and If it is less than six months then accrual value should be 0.
- B. Create a plan having vesting Period with UOM as Months and duration as six.
- C. Create a plan having a Waiting Period with UOM as Months and duration as six.
- D. Write Partial Period Fast formula that enrolls employees only after six months from their hire date.

**Answer: C**

#### NEW QUESTION # 14

Global Absences use HCM Events to respond to certain Core HR transactions as they happen. For instance, employees, when hired, are enrolled into the relevant absence plans automatically. Likewise, will be unenrolled from plans, if required, automatically. It is also possible to create custom events.

Which part of the system is used to create custom events and associated conditions?

- A. HCM Experience Design Studio
- B. HCM Extracts
- C. HCM Data Loader
- D. Page Composer

**Answer: A**

#### NEW QUESTION # 15

When creating a Compensatory plan, you must consider the Balance Frequency Source field. In addition to Repeating Period, which other option is available for selection?

- A. Payroll Frequency
- B. Person Primary Frequency
- C. Work Schedule Frequency
- D. Absence Accrual Frequency

**Answer: A**

#### NEW QUESTION # 16

Your customer wants workers to submit a medical certificate from an authorized doctor when they schedule a sick absence.

Which three steps should you perform?

- A. Configure Action Item in the absence administration work area.
- B. Associate Action Item with absence type on the Certifications tab.
- C. Configure sick absence type.
- D. Configure certification requirements in the absence administration work area.
- E. Associate certification requirements with an absence type on the Action items tab.

**Answer: B,C,D**

#### NEW QUESTION # 17

You are changing the start date of a sickness absence. However, the absence reason previously selected is no longer available. Why is this?

- A. The absence reason's effective date does not fit within the updated absence start date.
- B. No Absence Certification associated with the absence record.
- C. Absence Type does not have Unit of Measure completed.
- D. Incorrect Absence Pattern associated with Absence Type.

**Answer: A**

## NEW QUESTION # 18

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