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Oracle Absence Management Cloud 2025 Implementation Professional Sample Questions (Q23-Q28):

NEW QUESTION # 23
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. 9.5
- B. 8.5
- C. 0
- D. 1
- E. 7.5

Answer: C

NEW QUESTION # 24
When entering absences on a time card it is possible for an employee to view their existing plan balances.
Where would you find the 'Absence Plan Balances' option?

- A. More button
- B. Absence Plan Details button
- C. Absence Balance button
- D. Balances button

Answer: A

NEW QUESTION # 25
You have a requirement to base the accrual definition on the Legal employer seniority date. The accrual will be given based on the Legal employer seniority date and will be different for varied length of service.
Which configuration meets this requirement?

- A. Define a Length of Service Derived Factor, link the Derived Factor definition to an Eligibility Profile, and link the Eligibility Profile to the Accrual page of an Accrual Plan.
- B. Define a Length of Service Derived Factor and link the Derived Factor to the Plan Attributes page of an Accrual Plan.
- C. Define a Length of Service Derived Factor, link the Derived Factor definition to an Eligibility Profile, and link the Eligibility Profile to the Participation page of an Accrual Plan.
- D. Define a Length of Service Derived Factor and link the Derived Factor definition to one or more rows of the Accrual Matrix on the Accrual page of an Accrual Plan.

Answer: A

NEW QUESTION # 26
Which tab would you need to adjust to allow employees to attach documents when recording absences?

- A. Action Items
- B. Type Attributes
- C. Plans and Reasons
- D. Display Features

Answer: D

NEW QUESTION # 27

You created an Incremental accrual absence plan with a Monthly Accrual processing period, a flat accrual rate of 2.5 hours, and a vesting period of 1 month.

How much accrual will be available to an employee after two months of the employee's enrollment into the accrual plan?

- A. 0
- B. 1
- C. 7.S
- D. 2
- E. 2.5

Answer: A

NEW QUESTION # 28

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