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Oracle Absence Management Cloud 2025 Implementation Professional Sample Questions (Q17-Q22):

NEW QUESTION # 17

You configured a donation plan in your organization for workers to donate accrual plan balances to coworkers. But when a donation was initiated by one of the workers, the accrual plan could NOT identify the donation plan.
Which are the two possible reasons for this?

- A. The worker receiving the donation, needing additional time off, was not enrolled to the accrual plan.
- B. The worker receiving the donation, needing additional time off, was not enrolled to the donation plan.
- C. The unit of measure for the donation and accrual plans are different.
- D. The plan limits for the donation and accrual plans are different.
- E. You need to create donation and compensatory plans to initiate the donation.

Answer: B,C

NEW QUESTION # 18

Which two are configured on the absence plan?

- A. Absence pattern
- B. Enrollment Start Rule
- C. Certification requirements
- D. Role-based UI control
- E. Termination rules and relative rate of pay

Answer: B,C

NEW QUESTION # 19

Employees are enrolled in a vacation accrual plan that has a plan term of January 01 through December 31.
Your organization's rules for vacation plans indicate that accruals happen only on the last day of each month.
Which Accrual Type must be associated with the plan?

- A. Defined Date
- B. Incremental
- C. Last Day Accrual
- D. Front Loaded

Answer: C

NEW QUESTION # 20

The HR Director wants a custom Absence Pattern to be created and used for all Compensatory and Donation absences.
What would be your response?

- A. You can include additional related Absence Types in this custom setup.
- B. You cannot create custom Absence Patterns.
- C. You cannot combine two Absence Types into the same Absence Pattern; therefore, you need to create one for each.
- D. You can duplicate one of the existing Absence Patterns, and make necessary adjustments.

Answer: B

NEW QUESTION # 21

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 and link the Derived Factor to the Plan Attributes page of an Accrual Plan.
- B. 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.
- C. 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.
- D. 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.

Answer: C

NEW QUESTION # 22

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