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

NEW QUESTION # 13

Your HR Director has requested that a Vacation accrual plan be created to meet the new company rules that allow for carry over limits to expire after 3 years.

Which settings on the accrual plan must you configure?

- A. Set the Carry Over Limit Rule to "No Limit" and the Expiration Period to "3 Years".
- B. Set the Carry Over Limit Rule to "Formula" and the Expiration Period to "3 Years".
- C. Set the Carry Over Limit Rule to "Include in Matrix" and the Expiration Period to "3 Years".
- D. Set the Carry Over Limit Rule to "Flat Amount" and the Expiration Period to "3 Years".

Answer: D

NEW QUESTION # 14

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

Answer: D

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

Answer: D

NEW QUESTION # 16

How do you set up varied payment percentages for an absence period for workers, based on the length of service for a qualification absence plan?

- A. Specify the payment percentages in the Qualification Band Matrix and Qualification Details.
- B. Configure payroll formula to determine the payment percentage for the qualification band level.
- C. Payment percentages cannot vary between workers in the same plan.
- D. Use eligibility profiles to control the payment percentage that workers are eligible for in a plan.

Answer: A

NEW QUESTION # 17

You need to implement a system where public holidays do not affect employees' absence balance. How do you achieve this?

- A. Create Calendar Events and assign them as exceptions within the work schedule.
- B. Create Resource Exceptions and assign them within work schedule.
- C. Create Calendar Events and assign them to the relevant employees.
- D. Apply the public holiday dates to the accrual matrix.

Answer: A

NEW QUESTION # 18

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