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Oracle Absence Management Cloud 2025 Implementation Professional Sample Questions (Q46-Q51):

NEW QUESTION # 46

Your organization wants to ensure that the amount calculated for a U.K. absence payment rate does not exceed a set amount of £100 per day.

When creating a Rate Definition, which option in the Maximum Rate Value field must you choose to ensure that the organization's rules are met?

- A. Formula
- B. Value by Criteria
- C. Value (i.e. fixed amount)
- D. Rate Definition

Answer: C

NEW QUESTION # 47

An employee is transferred to another part of the business. Their existing vacation accrual plan enrollment is ended, and a new enrollment to the same plan is automatically applied.

Existing Balance, Carry Over, and Waiting Period details are copied over to the new enrollment.

Which two additional values are also copied?

- A. Disbursement
- B. Payroll Transfer
- C. Hours Unit of Measure
- D. Vesting Period

Answer: A,D

NEW QUESTION # 48

Over which four frequencies can you choose to repeat an absence when entering absence details?

- A. Specific Number of Weeks
- B. Daily
- C. Specific Number of Hours
- D. Hours
- E. Specific Number of Months
- F. Specific Number of Days
- G. Weekly
- H. Monthly

Answer: B,C,G,H

NEW QUESTION # 49

You implemented an incremental absence plan with a waiting period of three months and a vesting rule of three months. The leave year runs from 1st of January. There is a flat accrual rate of five hours per month.

If an employee was hired on 01 April, which month should you run the process for in order for this employee to have 20 hours available in their absence entitlement?

- A. December
- B. July
- C. October
- D. November
- E. June
- F. August

Answer: A

NEW QUESTION # 50

An employee has been promoted, and as a consequence, is now eligible to enroll in the more beneficial Manager Vacation plan. Which process needs to be run in order for the system to recognize the change and automatically associate the employee with the new plan, as well as transfer any outstanding balances?

- **A. Update Accrual Plan Enrollments**
- B. Process Events
- C. Evaluate Absences
- D. Calculate Accruals and Balances

Answer: A

NEW QUESTION # 51

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