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Oracle Absence Management Cloud 2025 Implementation Professional Sample Questions (Q52-Q57):

NEW QUESTION # 52

The HR Director of a global organization, whose workforce is enrolled in numerous Absence Plans according to country, wants all related absences to be set up against a single Absence Type, for example, all sickness in a single "Sickness" Absence Type. What would be your response?

- A. Everyone should be moved to the same Absence Plan for it to be possible.
- **B. It is not possible because Absence Types have to be split by legislation, the same way Absence Plans are, due to the varying rules for each country.**
- C. Absence Types have to be split according to the number of Absence Plans, and each Absence Plan has to have its own Absence Type configuration.

Answer: B

NEW QUESTION # 53

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 # 54

You created a shared parental leave agreement for an employee with multiple assignments. You can view the assignments associated with the leave agreement in the Entitlement Agreements page accessible from the Manage Absences and Entitlements page. What happens when you click the Evaluate Assignments button?

- A. The application generates entitlement rows for each entitlement band in the target plan, but rolls all the assignments into one.
- B. The application generates entitlement rows for each entitlement band in the target plan, but only for the primary assignment.
- C. The application generates a single summary row, combining all the entitlement bands in the target plan and assignments.
- **D. The application generates entitlement rows for each entitlement band in the target plan for each assignment.**

Answer: D

NEW QUESTION # 55

Your organization wants the expiration of compensatory time to be overridden on an ad hoc basis. Which two user types can be granted this ability?

- **A. Manager**
- B. Employee
- C. Implementer
- D. IT Security Manager
- **E. Administrator**

Answer: A,E

NEW QUESTION # 56

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. Payroll Transfer
- **B. Vesting Period**

- C. Disbursement
- D. Hours Unit of Measure

Answer: B,C

NEW QUESTION # 57

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