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Oracle Absence Management Cloud 2025 Implementation Professional Sample Questions (Q73-Q78):

NEW QUESTION # 73
An employee is enrolled in the following accrual plans, both of which are linked to the same absence type:

Floating Holiday - Priority 100 - (Balance = 2 days), no negative balance allowed. Vacation - Priority 200 - (Balance = 3 days), negative balance allowed with a limit of 2 days.
How is a 7-day absence processed using this absence plan setup?

- A. Floating Holiday balance is decreased by 2 days and Vacation balance by 2 days,
- B. Vacation balance is decreased by 3 days and Floating Holiday balance by 2 days.
- C. Floating Holiday balance is decreased by 2 days and Vacation balance by 5 days.
- D. Floating Holiday balance is decreased by 2 days and Vacation balance by 3 days.
- E. Vacation balance is decreased by 5 days and Floating Holiday balance by 2 days.

Answer: C

NEW QUESTION # 74
Which three statements are true about absence management?

- A. Absence Plans are the bridges between Absence Management and Global Payroll.
- B. Absence types push data into Absence cards.
- C. Absence Management is responsible for accrual, balances, and entitlements calculation.
- D. Absence Management uses elements for calculating entitlements or maintaining accrual balances.
- E. Absence Management tracks monetary balances.
- F. Absence plans push data into the Calculation card.

Answer: A,E,F

NEW QUESTION # 75
A customer sets up the certification requirement for an absence. After scheduling the absence for a subordinate, the line manager wants to add a certification requirement as an action item, but is unable to do it.
What is the reason for this?

- A. Only HR Specialists can add the certification requirement, on demand, as an action item when they schedule an absence.
- B. Only workers can add the certification requirement, on demand, as an action item when they schedule an absence.
- C. You can add the certification requirement to appear as an action item only during the manual absence enrollment process.
- D. Line managers can configure the certification requirement to appear as an action item after completion of the absence.

Answer: A

NEW QUESTION # 76
You need to implement a system where public holidays do not affect employees' absence balance. How do you achieve this?

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

Answer: C

NEW QUESTION # 77
Your client has a requirement that only employees whose user person type is "Regular Employee" are eligible for absence plan.
Which two options are applicable?
Write a fast formula of type Global Absence Entry Validation and get user person type from this formula.

- A. Create a Participant eligibility profile and select User person type from Person Type under Personal.
- B. Create a Participant eligibility profile and select User person type from Person Type under Employment.
- C. Write a fast formula of type Participant and Rate Eligibility, get user person type from this formula, and attach this formula to an eligibility profile.
- D. Write a fast formula of type Participant and Rate Eligibility, get user person type from this

Answer: A,C

NEW QUESTION # 78

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