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Oracle Absence Management Cloud 2025 Implementation Professional Sample Questions (Q62-Q67):

NEW QUESTION # 62

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. 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.
- B. Everyone should be moved to the same Absence Plan for it to be possible.
- C. 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.

Answer: C

NEW QUESTION # 63

A full-time employee, having a plan balance of 200 hours, is associated with an accrual plan that has a ceiling limit of 250 hours. The employment status of the employee is changed to part-time, which has a reduced accrual plan ceiling limit of 150 hours. What happens when the Calculate Accruals process is run?

- A. The application will automatically reduce the employee's balance to 150 hours to meet the new ceiling limit and new accruals will be generated once the balance falls below this threshold.
- B. The original balance of 200 hours will remain valid, but will be moved to a different "overflow-plan to be spent as required. The new plan will accrue balances as normal up to the new 150 hours threshold.
- C. The original balance of 200 hours will be automatically disbursed through their payroll, and accruals will start generating from that point onward with a ceiling of 150 hours.
- D. The application will generate a zero-accrual record with the new reduced ceiling limit. The balance of 200 hours that the employee had when the employment status was full-time will remain even after the change in employment status because the balance can exceed the new reduced accrual plan ceiling limit. However, a new accrual amount will only be generated once the balance falls below the new accrual ceiling limit.

Answer: D

NEW QUESTION # 64

After enabling which four options does the process of local and global transfers include automation of accrual plan enrollment and copying of plan balances for accrual plans?

- A. Vesting Period
- B. Hours Unit of Measure
- C. Rollover
- D. Payroll Transfer
- E. Disbursement
- F. Waiting Period

Answer: A,B,C,D,E,F

NEW QUESTION # 65

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

Answer: B

NEW QUESTION # 66

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

Answer: A,C

NEW QUESTION # 67

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