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Oracle Absence Management Cloud 2025 Implementation Professional Sample Questions (Q82-Q87):

NEW QUESTION # 82

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

Answer: C

NEW QUESTION # 83

Which three statements are true about absence management?

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

Answer: A,D,E

NEW QUESTION # 84

Your client wants only those employees who have completed one year of service to be eligible for an absence plan.

Which two configurations should you perform so that employees will not see absence types associated with the plan until they are eligible?

- A. Create a derived factor of Type Length of service (by checking the length of service for one year), and call this derived factor in the Eligibility profile on the participation page.
- B. Use the Hire date option that is available in the Eligibility Profile under Employment.
- C. Set the Waiting Period field on the Participation page to one year from the Enrollment Start Date.
- D. Set the Vesting Rule, duration, and UOM on the Accrual Attributes page to Elapsed Period, 1 Years.

Answer: A,B

NEW QUESTION # 85

You configured a donation plan in your organization for workers to donate accrual plan balances to coworkers. But when a donation was initiated by one of the workers, the accrual plan could NOT identify the donation plan.

Which are the two possible reasons for this?

- A. The worker receiving the donation, needing additional time off, was not enrolled to the donation plan.
- B. The unit of measure for the donation and accrual plans are different.
- C. You need to create donation and compensatory plans to initiate the donation.
- D. The plan limits for the donation and accrual plans are different.
- E. The worker receiving the donation, needing additional time off, was not enrolled to the accrual plan.

Answer: A,B

NEW QUESTION # 86

Your customer wants workers to submit a medical certificate from an authorized doctor when they schedule a sick absence.

Which three steps should you perform?

- A. Associate certification requirements with an absence type on the Action items tab.
- B. Configure Action Item in the absence administration work area.
- C. Configure certification requirements in the absence administration work area.
- D. Associate Action Item with absence type on the Certifications tab.
- E. Configure sick absence type.

Answer: C,D,E

NEW QUESTION # 87

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