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Oracle Absence Management Cloud 2025 Implementation Professional Sample Questions (Q34-Q39):

NEW QUESTION # 34

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

Answer: B,D

NEW QUESTION # 35

You want to adjust an employee's net pay based on absences transferred to payroll.

What must you create in payroll that links the absence plan to payroll?

- A. Payroll Definition
- B. Elements
- **C. Balance Definitions**
- D. Absence Adjustment Rules

Answer: C

NEW QUESTION # 36

Your organization needs to impose a rule for Donation plans, which limits the amount of donated time. It is a variable amount based on the length of service of the person donating their vacation time.

Which option in the Ceiling Rule field should you select to achieve this?

- A. Flat Amount
- **B. Formula**
- C. No Limit
- D. Derived Factor

Answer: B

NEW QUESTION # 37

Your organization does not want the system to calculate qualification plan consumption independently for each of an employee's assignments.

Which Lookup code do you need to add to the ANC_PROC_CONFIGS extensible lookup type to achieve this?

- A. ANC_PERSON_LEVEL_PLAN_USE
- B. ANC_QUAL_LEVEL_PLAN_USE
- C. ANC_QUAL_PERSON_USE
- **D. ANC_QUAL_PERSON_LEVEL_PLAN_USE**

Answer: D

NEW QUESTION # 38

An employee has the following linked accrual plan balances:

* Floating Holiday (priority 1) - 2 days

* Vacation (priority 2) - 10 days

The employee submits a vacation for 8 days. What are the calculated remaining balances?

- A. Floating Holiday - 2 days and Vacation - 2 days
- B. Floating Holiday - 0 days and Vacation - 2 days
- **C. Floating Holiday - 0 days and Vacation - 4 days**

Answer: C

NEW QUESTION # 39

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