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Oracle Absence Management Cloud 2025 Implementation Professional Sample Questions (Q74-Q79):

NEW QUESTION # 74

How many Absence Plan types are there in Oracle Fusion Cloud HCM?

- A. Seven
- B. Five
- C. Eight
- D. Four
- E. Six

Answer: E

NEW QUESTION # 75

A worker is scheduled to work from Monday to Friday. As an HR administrator, you receive a call from the worker on Friday evening 10-Mar-2023, that they are on vacation from 11-Mar-2023 (Saturday) and will be back at work on 27-Mar-2023 (Monday). The absence type for vacation has no duration formula or plans attached and the duration is measured in Days. There is a calendar exception on 24-Mar-2023 (Friday).

What should be the start date, end date, and the duration of this absence record if the "Schedule nonworking

- A. Start Date: 11-Mar-2023 End Date: 24-Mar-2023 Duration: 14
- B. Start Date: 13-Mar-2023 End Date: 23-Mar-2023 Duration: 11
- C. Start Date: 13-Mar-2023 End Date: 23-Mar-2023 Duration: 9
- D. Start Date: 11-Mar-2023 End Date: 26-Mar-2023 Duration: 16
- E. Start Date: 13-Mar-2023 End Date: 24-Mar-2023 Duration: 10
- F. Start Date: 11-Mar-2023 End Date: 27-Mar-2023 Duration: 17

Answer: F

NEW QUESTION # 76

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

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

Answer: A

NEW QUESTION # 77

Your client wants a setup where an employee should start accruing leave balance only after completing two months in the organization.

What will you set up in the Accrual Plan to achieve this requirement?

- A. Accrual Proration
- B. Vesting Rule
- C. Waiting Period
- D. Partial Period Accrual

Answer: C

NEW QUESTION # 78

Which three statements are true about absence management?

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

- E. Absence Management is responsible for accrual, balances, and entitlements calculation.
- F. Absence types push data into Absence cards.

Answer: A,C,D

NEW QUESTION # 79

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