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Oracle Absence Management Cloud 2025 Implementation Professional Sample Questions (Q21-Q26):

NEW QUESTION # 21

How do you set up varied payment percentages for an absence period for workers, based on the length of service for a qualification

absence plan?

- A. Specify the payment percentages in the Qualification Band Matrix and Qualification Details.
- B. Use eligibility profiles to control the payment percentage that workers are eligible for in a plan.
- C. Configure payroll formula to determine the payment percentage for the qualification band level.
- D. Payment percentages cannot vary between workers in the same plan.

Answer: A

NEW QUESTION # 22

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

Answer: B

NEW QUESTION # 23

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

Answer: A

NEW QUESTION # 24

Which process should you use to roll back the absence plan balance calculation date?

- A. Migrate Previous Versions of Absence Data
- B. Update Accrual Plan Enrollments
- C. Withdraw Accruals and Balances
- D. Calculate Accruals and Balances
- E. Evaluate Absences

Answer: C

NEW QUESTION # 25

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

Answer: A

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