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

### NEW QUESTION # 82

You configure a Holiday absence type with the "Insufficient Balance Enforcement" rule set to Not Enabled for administrative transactions and you associate it with an absence plan that has "Allow Negative Balance?" set to No.

What is the outcome if an administrator submits a holiday with an absence type duration of 15 days for an employee who has only

10 days of balance left?

- A. The absence errors out with the error message "ANC-3405002: You cannot record this absence because your balance will fall below the configured minimum for this type of absence."
- B. The absence errors out with error message "ANC- 3405096: The selected plan does not have sufficient balance to complete the transaction."
- C. The absence errors out with error message "ANC-3405052: The absence plan and absence type must have compatible balance enforcement rules."
- D. The absence submits successfully and 10 days are deducted from the absence plan balance.

**Answer: A**

#### NEW QUESTION # 83

Which three statements are true about absence management?

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

**Answer: A,B,D**

#### NEW QUESTION # 84

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

**Answer: A**

#### NEW QUESTION # 85

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. 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.
- 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. Create a Participant eligibility profile and select User person type from Person Type under Employment.

**Answer: A,B**

#### NEW QUESTION # 86

Which three statements are true about the "Selected dates" frequency?

- A. The system defaults to time or duration according to the employee's work schedule.
- B. An employee can schedule a short or long period of absence as long as the dates are continuous.
- C. An employee can determine the job or assignment where the absence belongs to.
- D. An employee can submit each date within the absence record for approval separately.
- E. An employee can override the time or duration of each date entered if the partial day rule is set to unlimited for the absence

type.

- F. An employee can only schedule dates that are not continuous to each other.

**Answer: A,C,E**

## NEW QUESTION # 87

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