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### Oracle Absence Management Cloud 2025 Implementation Professional Sample Questions (Q70-Q75):

#### NEW QUESTION # 70

Which three statements are true about absence management?

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

**Answer: A,C,E**

#### NEW QUESTION # 71

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

**Answer: C**

#### NEW QUESTION # 72

What must an employee have in order to add two different absences on the same day?

- A. Multiple Work Relationships
- B. Multiple Assignments
- C. Multiple Absence Relationships
- D. Multiple Person Records

**Answer: B**

#### NEW QUESTION # 73

An employee is enrolled in an accrual plan that has a plan term of 01-january to the 31st of December. You observe that entitlement accruals of the employee happen only on the last day of each month.

Which period type must be associated with the repeating period for this absence plan and the type of plan?

Repeating Period: Start of Month; Accrual Type: Front-Loaded

- A. Repeating Period: End of Month; Accrual Type: incremental
- B. Repeating Period: End of Month; Accrual Type: Front-Loaded

- C. Repeating Period: Monthly; Accrual Type: Incremental
- D. Repeating period: Monthly; Accrual Type: Front-Loaded

**Answer: A**

#### **NEW QUESTION # 74**

In order to enable the Responsive UI and the Absences self-service pages, which two profile options must you create and enable?

- A. **HCM\_RESPONSIVE\_PAGES\_ENABLED**
- B. HCM\_ABSENCES\_RESPONSIVE\_ENABLED
- C. **ANC\_ABSENCES\_RESPONSIVE\_ENABLED**
- D. ANC\_RESPONSIVE\_PAGES\_ENABLED

**Answer: A,C**

#### **NEW QUESTION # 75**

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