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Oracle Absence Management Cloud 2025 Implementation Professional Sample Questions (Q37-Q42):

NEW QUESTION # 37

Which two are valid Entitlement Definition Types for the Entitlement Attributes section?

- A. Absence Start Date
- B. Absence Duration
- C. As of Event
- **D. Formula**
- E. Qualification Date
- **F. Matrix**

Answer: D,F

NEW QUESTION # 38

Which two statements are true about Absence Management?

- **A. Absence Management is responsible for accrual, balances, and entitlements calculation.**
- **B. Absence Management uses elements for calculating entitlements or maintaining accrual balances.**
- C. Absence Management tracks monetary balances.
- D. Absence Plans act as the bridge between Absence Management and Global Payroll.

Answer: A,B

NEW QUESTION # 39

An employee's start date changes, and you realize the change will have an impact on that employee's absence plan enrollments. Which process do you need to run to automatically adjust the enrollment details?

- **A. Update Accrual Plan Enrollments**
- B. Update Enrollment Status
- C. Update New Starter Absence Details
- D. Update Plan Entitlements

Answer: A

NEW QUESTION # 40

Your client has a requirement that any employee will not get enrolled into the vacation plan for the first six months of hire. Enrollment and accruals will start after the completion of six months. The plan needs to be Front-Loaded. How will you configure this in the system?

- A. Create a rule in Accrual Matrix where you will check the length of service of an employee and If it is less than six months then accrual value should be 0.
- B. Write Partial Period Fast formula that enrolls employees only after six months from their hire date.
- C. Create a plan having vesting Period with UOM as Months and duration as six.
- **D. Create a plan having a Waiting Period with UOM as Months and duration as six.**

Answer: D

NEW QUESTION # 41

You created a shared parental leave agreement for an employee with multiple assignments. You can view the assignments associated with the leave agreement in the Entitlement Agreements page accessible from the Manage Absences and Entitlements page. What happens when you click the Evaluate Assignments button?

- A. The application generates entitlement rows for each entitlement band in the target plan, but rolls all the assignments into one.
- B. The application generates a single summary row, combining all the entitlement bands in the target plan and assignments.
- C. The application generates entitlement rows for each entitlement band in the target plan, but only for the primary assignment.
- **D. The application generates entitlement rows for each entitlement band in the target plan for each assignment.**

Answer: D

NEW QUESTION # 42

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