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Oracle Absence Management Cloud 2025 Implementation Professional Sample Questions (Q19-Q24):

NEW QUESTION # 19
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 - 2 days and Vacation - 2 days
- B. Floating Holiday - 0 days and Vacation - 4 days
- C. Floating Holiday - 0 days and Vacation - 2 days

Answer: B

NEW QUESTION # 20
Which option is NOT part of the configuration while creating a qualification plan?

- A. Assign Eligibility Profile
- B. Assign Derived Factor
- C. Configure Entitlement Band Matrix
- D. Configure Accrual Band Matrix
- E. Assign Rate Definitions

Answer: D

NEW QUESTION # 21
An employee is enrolled in the following accrual plans, both of which are linked to the same absence type:
Floating Holiday - Priority 100 - (Balance = 2 days), no negative balance allowed. Vacation - Priority 200 - (Balance = 3 days), negative balance allowed with a limit of 2 days.
How is a 7-day absence processed using this absence plan setup?

- A. Vacation balance is decreased by 3 days and Floating Holiday balance by 2 days.
- B. Floating Holiday balance is decreased by 2 days and Vacation balance by 3 days.
- C. Vacation balance is decreased by 5 days and Floating Holiday balance by 2 days.
- D. Floating Holiday balance is decreased by 2 days and Vacation balance by 2 days,
- E. Floating Holiday balance is decreased by 2 days and Vacation balance by 5 days.

Answer: E

NEW QUESTION # 22
After running the calculate accrual process, you notice that 100 employees' balances have not been updated despite the process running to a successful status. Your customer has requested that the process should fail if any employees are in error.
Which absence batch parameter should you decrease to achieve this requirement?

- A. Maximum Errors
- B. Thread Size
- C. Total Threads
- D. Minimum Errors
- E. Thread Count

Answer: A

NEW QUESTION # 23
The HR Director of a global organization, whose workforce is enrolled in numerous Absence Plans according to country, wants all related absences to be set up against a single Absence Type, for example, all sickness in a single "Sickness" Absence Type.
What would be your response?

- A. Everyone should be moved to the same Absence Plan for it to be possible.
- B. It is not possible because Absence Types have to be split by legislation, the same way Absence Plans are, due to the varying rules for each country.

- C. Absence Types have to be split according to the number of Absence Plans, and each Absence Plan has to have its own Absence Type configuration.

Answer: B

NEW QUESTION # 24

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