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Oracle Absence Management Cloud 2025 Implementation Professional Sample Questions (Q31-Q36):

NEW QUESTION # 31

Which two statements are true about Absence Management?

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

Answer: C,D

NEW QUESTION # 32

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

Answer: D

NEW QUESTION # 33

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: Monthly; Accrual Type: Front-Loaded
- B. Repeating Period: End of Month; Accrual Type: Front-Loaded
- C. Repeating Period: End of Month; Accrual Type: incremental
- D. Repeating Period: Monthly; Accrual Type: Incremental

Answer: C

NEW QUESTION # 34

Your HR Director has requested that a Vacation accrual plan be created to meet the new company rules that allow for carry over

limits to expire after 3 years.

Which settings on the accrual plan must you configure?

- A. Set the Carry Over Limit Rule to "Include in Matrix" and the Expiration Period to "3 Years".
- B. Set the Carry Over Limit Rule to "No Limit" and the Expiration Period to "3 Years".
- C. Set the Carry Over Limit Rule to "Formula" and the Expiration Period to "3 Years".
- D. Set the Carry Over Limit Rule to "Flat Amount" and the Expiration Period to "3 Years".

Answer: D

NEW QUESTION # 35

An employee submits a vacation absence for approval and the request is still in pending status. The employee subsequently decides to withdraw the request.

What action should the employee take?

- A. Wait until the absence is approved/rejected by the line manager.
- B. Ask the line manager to ignore the approval, and to withdraw it instead.
- C. Withdraw the request immediately as it doesn't matter if the approval is still pending.
- D. Email the HR team because they are the only ones who can withdraw an absence that is still in an approval status.

Answer: C

NEW QUESTION # 36

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