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Oracle Absence Management Cloud 2025 Implementation Professional

Sample Questions (Q85-Q90):

NEW QUESTION # 85

Which two are correct descriptions of absence types?

- A. Control the approval routing, depending on the user type submitting the absence
- B. Define absence payment information to transfer for payroll processing
- C. Determine the type of adjustments Human Resources specialists can make during maintenance of absence records
- D. Include the rules that pertain to the required certifications
- E. Define waiting period for newly enrolled workers

Answer: A,D

NEW QUESTION # 86

Which three adjustment types can be applied through the Enrollments and Adjustments task within Manage Absence Records task?

- A. Run accruals for all plans
- B. Periodic accruals
- C. Carryover
- D. Transfer balance
- E. Discretionary disbursement
- F. Update balance details

Answer: D,E,F

NEW QUESTION # 87

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 "Flat Amount" 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 "Include in Matrix" and the Expiration Period to "3 Years".
- D. Set the Carry Over Limit Rule to "Formula" and the Expiration Period to "3 Years".

Answer: A

NEW QUESTION # 88

A customer wants employees to see on the employee self-service transaction only the absence type names that they have the right to take based on company policies.

Which configuration should you use?

- A. Create a validation formula with the criteria according to the employee rights (based on company policies) and add it to the absence type.
- B. Create an eligibility profile with the criteria according to the employee rights (based on company policies) and add it to the absence plan.
- C. Create an eligibility profile with the criteria according to the employee rights (based on company policies) and add it to the absence plan as well as to the absence type.
- D. Create an eligibility profile with the criteria according to the employee rights (based on company policies) and add it to the absence type.

Answer: D

NEW QUESTION # 89

Which tab would you need to adjust to allow employees to attach documents when recording absences?

- A. Action Items
- B. Plans and Reasons
- **C. Display Features**
- D. Type Attributes

Answer: C

NEW QUESTION # 90

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