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Oracle Absence Management Cloud 2025 Implementation Professional Sample Questions (Q51-Q56):

NEW QUESTION # 51

After enabling which four options does the process of local and global transfers include automation of accrual plan enrollment and

copying of plan balances for accrual plans?

- A. Payroll Transfer
- B. Rollover
- C. Waiting Period
- D. Vesting Period
- E. Hours Unit of Measure
- F. Disbursement

Answer: A,B,C,D,E,F

NEW QUESTION # 52

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

Answer: A

NEW QUESTION # 53

A customer sets up the certification requirement for an absence. After scheduling the absence for a subordinate, the line manager wants to add a certification requirement as an action item, but is unable to do it.

What is the reason for this?

- A. Line managers can configure the certification requirement to appear as an action item after completion of the absence.
- B. Only workers can add the certification requirement, on demand, as an action item when they schedule an absence.
- C. You can add the certification requirement to appear as an action item only during the manual absence enrollment process.
- D. Only HR Specialists can add the certification requirement, on demand, as an action item when they schedule an absence.

Answer: D

NEW QUESTION # 54

The HR Director wants a custom Absence Pattern to be created and used for all Compensatory and Donation absences.

What would be your response?

- A. You can include additional related Absence Types in this custom setup.
- B. You cannot create custom Absence Patterns.
- C. You can duplicate one of the existing Absence Patterns, and make necessary adjustments.
- D. You cannot combine two Absence Types into the same Absence Pattern; therefore, you need to create one for each.

Answer: B

NEW QUESTION # 55

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

Answer: A

NEW QUESTION # 56

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