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Oracle Absence Management Cloud 2025 Implementation Professional

Sample Questions (Q22-Q27):

NEW QUESTION # 22

You need to implement a system where public holidays do not affect employees' absence balance. How do you achieve this?

- A. Create Resource Exceptions and assign them within work schedule.
- **B. Create Calendar Events and assign them as exceptions within the work schedule.**
- C. Create Calendar Events and assign them to the relevant employees.
- D. Apply the public holiday dates to the accrual matrix.

Answer: B

NEW QUESTION # 23

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

Answer: D

NEW QUESTION # 24

Which two tabs are common between the accrual absence plan and the qualification absence plan?

- **A. Participation**
- **B. Plan Attributes**
- C. Entitlements
- D. Plan Balances and Transfers
- E. Absence Calculation

Answer: A,B

NEW QUESTION # 25

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 plan having a Waiting Period with UOM as Months and duration as six.**
- B. 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.
- C. Create a plan having vesting Period with UOM as Months and duration as six.
- D. Write Partial Period Fast formula that enrolls employees only after six months from their hire date.

Answer: A

NEW QUESTION # 26

Which three types of Exceptions can be linked to a work schedule?

- **A. Calendar event category**
- B. Nonworking days
- C. work shifts
- **D. Calendar events**

- E. Resource exception
- F. Work patterns

Answer: A,D,E

NEW QUESTION # 27

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