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Oracle Absence Management Cloud 2025 Implementation Professional Sample Questions (Q75-Q80):

NEW QUESTION # 75

In order to enable the Responsive UI and the Absences self-service pages, which two profile options must you create and enable?

- A. HCM_RESPONSIVE_PAGES_ENABLED

- B. ANC_RESPONSIVE_PAGES_ENABLED
- C. ANC_ABSENCES_RESPONSIVE_ENABLED
- D. HCM_ABSENCES_RESPONSIVE_ENABLED

Answer: A,C

NEW QUESTION # 76

An employee has been granted an extra three days of vacation for the current year, for exceptional work on a recent project. The Absence Administrator, however, has reported that it is not possible to add this to the employee's balance. What could be causing this?

- A. Adjustments can only be added to future years.
- B. The Absence Type has not been configured for balance adjustments.
- C. The Absence Plan has not been configured for balance adjustments.
- D. The Adjustments option has not been switched on in the Display Features for the Absence Type.

Answer: C

NEW QUESTION # 77

You have a requirement to base the accrual definition on the Legal employer seniority date. The accrual will be given based on the Legal employer seniority date and will be different for varied length of service.

Which configuration meets this requirement?

- A. Define a Length of Service Derived Factor, link the Derived Factor definition to an Eligibility Profile, and link the Eligibility Profile to the Accrual page of an Accrual Plan.
- B. Define a Length of Service Derived Factor and link the Derived Factor to the Plan Attributes page of an Accrual Plan.
- C. Define a Length of Service Derived Factor, link the Derived Factor definition to an Eligibility Profile, and link the Eligibility Profile to the Participation page of an Accrual Plan.
- D. Define a Length of Service Derived Factor and link the Derived Factor definition to one or more rows of the Accrual Matrix on the Accrual page of an Accrual Plan.

Answer: A

NEW QUESTION # 78

Your client has a requirement that only employees whose user person type is "Regular Employee" are eligible for absence plan.

Which two options are applicable?

Write a fast formula of type Global Absence Entry Validation and get user person type from this formula.

- A. Write a fast formula of type Participant and Rate Eligibility, get user person type from this formula, and attach this formula to an eligibility profile.
- B. Create a Participant eligibility profile and select User person type from Person Type under Employment.
- C. Write a fast formula of type Participant and Rate Eligibility, get user person type from this
- D. Create a Participant eligibility profile and select User person type from Person Type under Personal.

Answer: A,D

NEW QUESTION # 79

You configured a donation plan in your organization for workers to donate accrual plan balances to coworkers. But when a donation was initiated by one of the workers, the accrual plan could NOT identify the donation plan.

Which are the two possible reasons for this?

- A. The worker receiving the donation, needing additional time off, was not enrolled to the accrual plan.
- B. The unit of measure for the donation and accrual plans are different.
- C. The plan limits for the donation and accrual plans are different.
- D. The worker receiving the donation, needing additional time off, was not enrolled to the donation plan.
- E. You need to create donation and compensatory plans to initiate the donation.

Answer: B,D

NEW QUESTION # 80

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