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Oracle Absence Management Cloud 2025 Implementation Professional Sample Questions (Q70-Q75):

NEW QUESTION # 70

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 and link the Derived Factor to the Plan Attributes page of an Accrual Plan.
- B. 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.
- C. 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.
- D. 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.

Answer: C

NEW QUESTION # 71

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

Answer: D

NEW QUESTION # 72

Your organization indicates that the ceiling amount of donated entitlement varies according to length of service.

Which ceiling rule type should be used?

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

Answer: B

NEW QUESTION # 73

In addition to "On Submit, " which other trigger is available when creating absence certifications?

- A. On Due Date
- B. Ad Hoc
- C. On Save
- D. On Demand

Answer: C

NEW QUESTION # 74

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

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

Answer: C,D

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