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Oracle Absence Management Cloud 2025 Implementation Professional Sample Questions (Q63-Q68):

NEW QUESTION # 63

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 # 64

You created an Incremental accrual absence plan with a Monthly Accrual processing period, a flat accrual rate of 2.5 hours, and a vesting period of 1 month.

How much accrual will be available to an employee after two months of the employee's enrollment into the accrual plan?

- A. 0
- B. 7.5
- C. 2.5
- D. 1
- **E. 2**

Answer: E

NEW QUESTION # 65

When entering absences on a time card it is possible for an employee to view their existing plan balances.

Where would you find the 'Absence Plan Balances' option?

- A. Balances button
- **B. More button**
- C. Absence Plan Details button
- D. Absence Balance button

Answer: B

NEW QUESTION # 66

A customer requires their administrator to enter paternity leave for their employees. Paternity leave can only be entered if an employee hasn't taken an absence called special absence in the previous 30 days of the paternity leave start date.

The customer requires also that this paternity leave absence is only available for the employees who have one year of seniority in the company. Employees should notify of the absence at least 30 days in advance of the start date of the absence; otherwise, the absence is not considered timely.

Which configuration should you use to implement these requirements?

- A. 1. Create an absence type using a childbirth or placement pattern.
2. Enable administrative updates.
3. Create an eligibility profile with the criteria of employees with 1 or more seniority in the company and add it to the absence type.
4. Create an absence certification of type Documentation that prevents absence entry if linked absence of type Special absence exists in the previous 30 days.
- B. 1. Create an absence type using a childbirth or placement pattern.
2. Enable administrative updates.
3. Create a validation formula with the logic to evaluate if the "special absence" was taken 30 days before this absence and add it to the absence type.
4. Create an eligibility profile with the criteria of employees with 1 or more seniority in the company and add it to the absence type.
5. Configure the late notification evaluation rule according to the requirement of at least 30 days in advance of the start date.

- C. 1. Create an absence type using a childbirth or placement pattern.
2. Enable administrative updates.
3. Create a validation formula with the logic to evaluate if the "special absence" was taken 30 days before this absence and add it to the absence type.
4. Create an eligibility profile with the criteria of employees with 1 or more seniority in the company and add it to the absence type.
5. Select the qualified entitlements check box and set the evaluation rule to check for 30 days from the start date.
- D. 1. Create an absence type using a childbirth or placement pattern.
2. Enable administrative updates.
3. Create a validation formula with the logic to evaluate if the "special absence" was taken 30 days before this absence and add it to the absence type.
4. Create an eligibility profile with the criteria of employees with 1 or more seniority in the company and add it to the absence type.
5. Configure the late notification evaluation rule according to the requirement of at least 30 days in advance of the start date.

Answer: D

NEW QUESTION # 67

When setting the expiration details for a Compensatory Plan, which is a valid option?

- A. Worked Period
- B. End of Acquisition Week
- C. Employee Termination
- D. Ongoing

Answer: C

NEW QUESTION # 68

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