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## Oracle Absence Management Cloud 2025 Implementation Professional Sample Questions (Q26-Q31):

### NEW QUESTION # 26

You are changing the start date of a sickness absence. However, the absence reason previously selected is no longer available.

Why is this?

- A. The absence reason's effective date does not fit within the updated absence start date.
- B. Absence Type does not have Unit of Measure completed.
- C. No Absence Certification associated with the absence record.
- D. Incorrect Absence Pattern associated with Absence Type.

**Answer: A**

#### **NEW QUESTION # 27**

What is the purpose of an eligibility profile on a certification definition?

- A. To prevent payment of qualified entitlements to ineligible employees
- B. To determine plan eligibility
- C. To limit the types of employees who have the certification auto-generated when an absence is created
- D. To allow overrides of a payment percentage for eligible employees

**Answer: C**

#### **NEW QUESTION # 28**

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

- A. Calendar events
- B. work shifts
- C. Nonworking days
- D. Work patterns
- E. Calendar event category
- F. Resource exception

**Answer: A,E,F**

#### **NEW QUESTION # 29**

Your organization wants to record all public holidays within the system, which they can do using Calendar Events. This will ensure that these dates do not reduce an employee's absence balance. Because your organization is global, not all public holidays apply to every employee.

What do you need to associate the calendar events with so that the right employees get the appropriate holidays?

- A. Position Structure
- B. Geographical Structure
- C. Enterprise Structure
- D. Department Structure

**Answer: B**

#### **NEW QUESTION # 30**

Your client wants only those employees who have completed one year of service to be eligible for an absence plan.

Which two configurations should you perform so that employees will not see absence types associated with the plan until they are eligible?

- A. Set the Vesting Rule, duration, and UOM on the Accrual Attributes page to Elapsed Period, 1 Years.
- B. Create a derived factor of Type Length of service (by checking the length of service for one year), and call this derived factor in the Eligibility profile on the participation page.
- C. Set the Waiting Period field on the Participation page to one year from the Enrollment Start Date.
- D. Use the Hire date option that is available in the Eligibility Profile under Employment.

**Answer: B,D**

## NEW QUESTION # 31

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