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Oracle Time and Labor Cloud 2025 Implementation Professional Sample Questions (Q203-Q208):

NEW QUESTION # 203

You need to create an HCM group of workers that have the same value stored in their People Group field. How should you define the HCM group?

- A. Select a specific People Group Segment In the Group Eligibility section on the page.
- B. Select a delivered value set in the Group Eligibility section.
- **C. Select a People Group from the list of Additional Employment Attributes In the Group Eligibility section.**
- D. This cannot be done.
- E. Define a customer-defined value set and select from the Include Group section on the page.

Answer: C

NEW QUESTION # 204

What is the process for correcting errors in recent time cards that have been approved, transferred to Oracle Cloud Payroll, and paid?

- A. The worker should correct and submit the time card which will be transferred to Oracle Cloud Payroll immediately.
- B. The worker should correct and submit the time card which, after approval, will be transferred to Oracle Cloud Payroll immediately.
- C. The worker should inform the manager of the error and the manager will inform Payroll, who will correct the error directly in Oracle Cloud Payroll.
- D. The worker should inform Payroll, who will correct the error directly in Oracle Cloud Payroll.
- E. The worker should correct and submit the time card which, after approval, will be transferred to Oracle Cloud Payroll the next time the Load Time Card batches process is run.

Answer: E

NEW QUESTION # 205

A customer requirement is to define TCR rules that relate different types of time attribute (i.e., Payroll Time Type or Project and Task) values to the rule results.

Which option will allow the administrator to meet this requirement?

- A. Use a delivered TCR formula to define new customer-defined templates. In the templates, enable the selection of Time Attribute Type and time attribute values in the Rule. Define the rules and assign them using a rule set.
- B. This is not possible using the existing functionality.
- C. Create a new customer-defined TCR formula and templates. In the templates, enable the selection of Time Attribute Type and time attribute values In the Rule. Define the rules and assign them using a rule set.
- D. Create a new customer-defined TCR formula and templates. In the template, define the Rule Execution Type as "Create" to enable the selection of Time Attribute Types and time attribute values in the Rule. Define the rules and assign them using a rule set.
- E. Use either a delivered TCR formula or create a new formula to define new customerdefined templates. Enable the various Time Attributes along with the data source in the templates. Define the new rules by selecting the specific type of attribute values for the time attributes in the rules. Assign the rules using a rule set.

Answer: D

NEW QUESTION # 206

Your customer requires three people to approve time cards before they are regarded as approved and can be transferred to payroll. What is the first step to accomplish this?

- A. Define an HCM group containing the appropriate people and specify this group in the worker's Time Processing Profile.
- B. Use the Manage Approval Groups for Time and Labor task in Setup and Maintenance.
- C. This can't be done as Time and Labor supports one approver only.
- D. Use the Manage Approval Groups for Human Capital Management task in Setup and Maintenance.
- E. This can't be done as Time and Labor supports multiple approves for Project Time Cards only.

Answer: B

NEW QUESTION # 207

Fill in the Blank Questions:

Time consumer sets allow you to specify _____ for each time consumer, ensuring that time is processed according to organizational rules.

- A. Approval periods, validation rules, and time transfer rules
- B. Payroll settings
- C. Shifts and breaks
- D. Employee work schedules

Answer: A

NEW QUESTION # 208

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