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Option A : Rule Template Definition > Summation Level
Option B : Rule Template Outputs > User Defined Output Sources
Option C : Rule Template Definition > Time Card Events That Trigger Rule option
Option D : Rule Template Parameters > Formula Parameters types
Option E : Rule Template Definition > Reporting Level

Correct Answer: B

QUESTION: 5

Which option will enable WFM formula to access HCM data outside the time entry object?

Option A : DBs registered against the proper formula type can be used either directly or indirectly from the different Time and Labor formula types to access HCM data for the worker outside the time card information.
Option B : Time and Labor formula can only access time card data passed into the formula from the time card. Outside HCM data for the worker must be configured to be stored in the time card and passed to the formula using the Manage Layout Sets setup task.
Option C : Time and Labor formula must use the Workforce Management Subroutine or Workforce Management Utility formulas to access HCM data for the worker outside the time card information.
Option D : The formula used must be identified with the suffix _AP to access HCM data for the worker outside the time card information. The _AP stands for Advanced Processing.

Correct Answer: B

QUESTION: 6

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

Option A : 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.
Option B : 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.
Option C : The worker should inform Payroll, who will correct the error directly in Oracle Cloud Payroll.
Option D : The worker should correct and submit the time card which, after approval, will be transferred to Oracle Cloud Payroll immediately.
Option E : The worker should correct and submit the time card which will be transferred to Oracle Cloud Payroll immediately.

Correct Answer: B

QUESTION: 7

You have created an HCM Group: "All-NY" where you have added seven members in the Include or

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Oracle Time and Labor Cloud 2025 Implementation Professional Sample Questions (Q124-Q129):

NEW QUESTION # 124

On a Payroll Time Card, workers enter time against different cost codes, and the customer requires the time card to be routed to the manager of the appropriate cost center or centers.

Which option is correct?

- A. Use the Manage Approval Groups task to define an approval group comprising all Cost Center managers. The Approval Rule will then route to the appropriate Cost Center managers.
- B. Cost center-based approval cannot be implemented.
- C. Modify the delivered project's approval to route the time card to each Cost Center Manager instead of each Project Manager.
- D. Use the Manage Approval Groups task to define an approval group comprising all Cost Center managers, and use an HCM group in the workers' Time Processing Profile to restrict approvers to only those required for the cost centers used on the time card.

Answer: D

NEW QUESTION # 125

What is the significance of the mass submit and approve Timecards processes in Oracle Time and Labor?

- A. To enforce time entry rules
- B. To streamline the process of tracking employee birthdays
- C. To efficiently process and approve multiple timecards at once
- D. To manage employee records efficiently

Answer: C

NEW QUESTION # 126

You need a Time Entry Rule to run only when one or more of a certain group of Time Attribute values have been entered in the time card. How should you achieve this?

- A. Define a Time Category that will evaluate to True when the condition for executing the rule has been met and use this in the Time Entry Rule set to define when the rule will run.
- B. Define a Time Category that will evaluate to True when the condition for executing the rule has been met and use this in the Time Entry Rule formula to define when the rule will run.
- C. Define a Time Category that will evaluate to True when the condition for executing the rule has been met and use this in the Time Entry Rule Template to define when the rule will run.
- D. Define an MCM Group that contains the required time attribute values and use this in the time Entry Rule set to define when the rule will run.
- E. Define an HCM Group that contains the required time attribute values and use this in the Time Entry Rule formula to define

when the rule will run.

Answer: A

NEW QUESTION # 127

Which of the following can be audited using change audit options in Oracle Time and Labor?
(Select all that apply)

- **A. Published schedule changes**
- B. Overtime thresholds
- C. Employee birthdays
- **D. Time entry changes**

Answer: A,D

NEW QUESTION # 128

What is the primary purpose of configuring mass time card creation and mass time entry?

- A. To manage employee records
- **B. To streamline the process of entering time for multiple employees**
- C. To calculate employee salaries
- D. To generate financial reports

Answer: B

NEW QUESTION # 129

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