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Oracle Time and Labor Cloud 2025 Implementation Professional Sample Questions (Q162-Q167):

NEW QUESTION # 162

During initial setup, which configuration ensures workers see the correct time-entry experience regardless of their assigned work locations?

- A. Schedule Template Definition
- B. Time Layout Preference Setup
- C. Time Card Period Profile
- D. Worker Time Profile Assignment

Answer: D

NEW QUESTION # 163

You have created an HCM Group named "All-NY". You manually added seven members in the Include or Exclude Members section. You also defined the membership criteria as:

(Person Type = "Employee" OR Person Type = "Ex-Employee") AND Hourly Paid or Salaried = "Salaried".

You then run the "Refresh HCM Group Membership" process on April 10th, 2017. What is the smallest number of workers that the HCM group "All-NY" is certain to return?

- A. It cannot be determined
- B. All the salaried current and former employees of the organization
- C. 9 members
- **D. 7 members**

Answer: D

NEW QUESTION # 164

What is the significance of configuring worker time processing profiles, worker time entry profiles, and change audit options in Oracle Time and Labor?

- A. To manage employee records efficiently
- **B. To control access to time entries, enforce compliance, and track changes for accountability**
- C. To set up organization-specific settings
- D. To streamline the process of tracking employee birthdays

Answer: B

NEW QUESTION # 165

What is an important consideration when configuring published schedules in Time and Labor?

- A. Employee birthdays
- **B. Accurate shift assignments and work locations**
- C. Managing employee records
- D. Generating custom reports

Answer: B

NEW QUESTION # 166

How do you configure a time submission rule set used with time devices?

- **A. Every time you create a time submission rule, the save action also created a corresponding rule set.**
- B. Every time you associate a time submission rule with the processing profile, the add action creates a corresponding rule set.
- C. Manage Time Submission Rule Set and add the submission rules to the set.
- D. Use the time device import process to add time submission rules to the rule set.

Answer: A

NEW QUESTION # 167

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