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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 : DBIs 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 Incode or

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Oracle Time and Labor Cloud 2025 Implementation Professional Sample Questions (Q137-Q142):

NEW QUESTION # 137

The HCM Groups you have created need to be refreshed nightly to update the group members based on employment changes. What steps must you configure in order to include the group in the refresh process?

- A. When Configuring the HCM Group, you must select the "Include in Refresh All Group process" checkbox, and then schedule the "Evaluate HCM Group Membership" process to run nightly.
- B. Schedule the "Evaluate HCM Group Membership" process to run nightly.
- C. The Evaluate HCM Group Membership can only be configured to run for one group at a time, so you must setup a recurrence for each group to refresh separately nightly.
- D. When configuring the HCM Group, you must select the "include in Refresh All Group Process" and then the group will automatically refresh nightly.

Answer: A

NEW QUESTION # 138

Your customer has asked you to define a weekly time card period and a bi-weekly approval period. How should you configure this?

- A. You define a bi-weekly repeating period to be used for time cards and approvals and specify that approvals should occur mid-period.
- B. You define a weekly repeating period for use with time cards and a bi-weekly repeating period for use with approvals.
- C. You cannot define a time card period that is different from the approval period.
- D. You define a weekly repeating period to be used for time cards and approvals and specify that the approval period should occur every two weeks.

Answer: A

NEW QUESTION # 139

How do time period definitions impact time card entry and approvals in Time and Labor?

- A. They enforce time rule processing
- B. They manage employee records
- C. They determine employee salaries
- D. They specify which days and periods are available for time entry

Answer: D

NEW QUESTION # 140

A customer needs to evaluate overtime on a weekly basis while using a biweekly time card period. Which option outlines how this requirement can be supported?

- A. A weekly time period would be attached to the Worker Time Processing Setup Profile in the Overtime Period field
- B. A weekly time period would be attached to the Worker Time Entry Setup Profile in the Overtime Period field
- C. A weekly time period would be attached to the TCR Rule Template, the TCR Rule, the TCR Rule Set
- D. A weekly time period would be attached to the Fast Formula used to create the TCR Rule Template

Answer: A

NEW QUESTION # 141

What is the purpose of building a collection of time entry layouts in Oracle Time and Labor?

- A. To define shift schedules
- B. To track employee birthdays
- C. To configure payroll settings
- D. To enable employees to enter, review, and approve their time

Answer: D

NEW QUESTION # 142

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