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Oracle Time and Labor Cloud 2025 Implementation Professional Sample Questions (Q114-Q119):

NEW QUESTION # 114
A global retail company recently enhanced its Time and Labor setup to support new weekend premium rules and separate time layouts for part-time employees.
* After deployment, several issues emerged:
* Part-time workers still see the standard full-time layout
* Weekend premiums are not appearing on calculated time cards
* Time Entry Rules appear active, but calculations do not reflect them
* The company uses different Time Profiles for full-time and part-time workers
* The Time Rule Set was updated, but deployments across legal entities were staggered You are brought in to diagnose and resolve the configuration gaps. Based on the scenario, which configuration is MOST likely missing, causing part-time employees to see the full-time layout?

- A. Refreshing the Time Rule Set deployment status
- B. Enabling layout override in system settings
- C. Assigning the part-time Time Profile to worker assignments
- D. Adding part-time codes to the Time Entry Code Set

Answer: C

NEW QUESTION # 115
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. This can't be done as Time and Labor supports one approver only.
- B. This can't be done as Time and Labor supports multiple approves for Project Time Cards only.
- C. Use the Manage Approval Groups for Human Capital Management task in Setup and Maintenance.
- D. Use the Manage Approval Groups for Time and Labor task in Setup and Maintenance.
- E. Define an HCM group containing the appropriate people and specify this group in the worker's Time Processing Profile.

Answer: D

NEW QUESTION # 116
When you create groupings of time attributes as categories, what is one of their primary uses in Oracle Time and Labor?

- A. To configure absence policies
- B. To group time entries for summarizing, validating, and transferring time
- C. To define organizational structure
- D. To manage employee records

Answer: B

NEW QUESTION # 117
A Time Profile defines which key element in Time and Labor?

- A. Which layouts and time periods apply to workers
- B. Policies for overtime and shift premiums
- C. How time is transferred to payroll
- D. Employee access to time device logs

Answer: A

NEW QUESTION # 118
What are time device rules used for in Oracle Time and Labor?
Response:

- A. To define employee work schedules
- B. To track employee work hours
- C. To specify conditions and actions for processing time data from devices
- D. To manage employee records

Answer: C

NEW QUESTION # 119
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