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## Oracle Time and Labor Cloud 2025 Implementation Professional Sample Questions (Q119-Q124):

**NEW QUESTION # 119**
In Oracle Time and Labor, why is it important to configure rule templates, rule sets, Workforce Compliant Rules, and Alert Framework Notifications?

- A. To streamline the process of tracking employee birthdays

- B. To set up organization-specific settings
- C. To manage employee records efficiently
- D. To ensure accurate rule application, regulatory compliance, and timely notifications

**Answer: D**

**NEW QUESTION # 120**

A manager reports that workers are not receiving their expected shift details on the time card. Which configuration must be verified FIRST?

- A. The Time Layout Set used by the legal entity
- B. The Time Device Event Mapping configuration
- C. The Work Shift assigned within the worker's Time Profile
- D. The Time Entry Rule Set applied to the worker

**Answer: C**

**NEW QUESTION # 121**

In Oracle Time and Labor, what is the purpose of configuring change audit options for time entry changes and published schedule changes?
(Select all that apply)

- A. To enforce time entry approval processes
- B. To monitor changes made to time entries and schedules
- C. To generate custom reports
- D. To track employee work hours

**Answer: A,B**

**NEW QUESTION # 122**

When integrating Time and Labor with Projects, which configuration ensures project-related time is validated correctly?

- A. Mapping Time Entry Codes to Task Scheduling groups
- B. Enabling Project Time attributes in Time Entry Rules
- C. Adding Project Costing references in Work Schedules
- D. Associating Time Layout Sets with project rate definitions

**Answer: B**

**NEW QUESTION # 123**

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. 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.
- B. When configuring the HCM Group, you must select the "include in Refresh All Group Process" and then the group will automatically refresh nightly.
- C. Schedule the "Evaluate HCM Group Membership" process to run nightly.
- D. 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.

**Answer: D**

**NEW QUESTION # 124**

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