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Oracle Time and Labor Cloud 2025 Implementation Professional Sample Questions (Q12-Q17):

NEW QUESTION # 12

Your customer identifies grades as 01, 02, 03, 04, and 05, with 05 being the most senior. You need to apply the same Time Processing Profile (TPP) to everyone below grade 04. How should you do this?

- A. Create a group using an evaluation criteria of Grade Equal To 01, Grade Equal to 02, or Grade Equal to 03, and attach that group to the TPP.
- B. When creating the TPP, add the grades that will receive that TPP to the definition.
- C. Write a Fast Formula which, when executed, would return all employees in grades 01 to 03, and attach that to the TPP definition.
- D. Create a group using an evaluation criteria of Grade Less Than 04 and attach that group to the TPP.
- E. Add the TPP name to the definition of the grade.

Answer: A

NEW QUESTION # 13

In Oracle Time and Labor, what are shift properties used for?

- A. To manage employee records
- B. To define employee work schedules
- C. To specify time card approval rules
- D. To set up payroll processing

Answer: B

NEW QUESTION # 14

When should you execute the Time and Labor - Generate Data Dictionary Time Attributes process if you are implementing only Oracle project costing?

- A. When new projects and tasks are created for use in Time and Labor
- B. Never not required to run the Generate Data Dictionary Time Attributes process when implementing Oracle Project Costing
- C. Every day
- D. When implementing Time and Labor for the first time
- E. Always before accessing the Manage Time Entry Layout Components setup task

Answer: B

NEW QUESTION # 15

Which two capabilities are defined for workers in the Time Entry Profiles in Time and Labor?

- A. layouts for reporting time
- B. consumer set, validation, approval, and transfer processing
- C. time card period
- D. rules for time card actions that control when workers can enter, update, and delete there time

Answer: A,D

NEW QUESTION # 16

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. Schedule the "Evaluate HCM Group Membership" process to run nightly.
- B. 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.
- 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: B

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