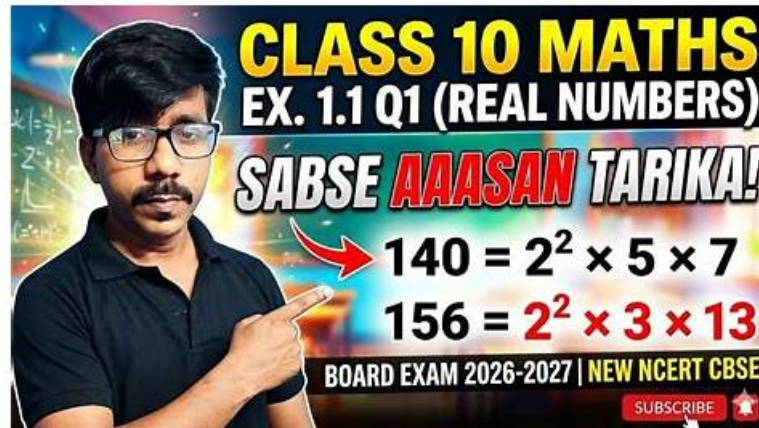


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Oracle Time and Labor Cloud 2025 Implementation Professional Sample Questions (Q204-Q209):

NEW QUESTION # 204

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

Answer: D

NEW QUESTION # 205

Which component defines the length and sequencing of periods that apply to workers during time entry?

- A. Time Card Period Profile
- B. Time Consumer Template
- C. Time Calculation Rule
- D. Time Approval Profile

Answer: A

NEW QUESTION # 206

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

Answer: B

NEW QUESTION # 207

The _____ process in Oracle Time and Labor allows for efficient processing and approval of multiple timecards simultaneously.

- A. Reporting
- B. Validation
- C. Time Entry
- D. Mass Approval

Answer: D

NEW QUESTION # 208

Which configuration step should you perform to display the unit of measure and quantity fields in time card matrices?

- A. Enable display of the unit of measure option in the time entry setup profile.
- B. Configure layouts to display the unit of measure column for time entries.
- C. Enable display of the unit of measure option on the payroll time type attribute for the required element.
- D. Enable display of the unit of measure option in the time processing setup profile.
- E. Configure time categories to display the unit of measure column for time entries.

Answer: B

NEW QUESTION # 209

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