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Oracle

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**Oracle Time and Labor Cloud 2025 Implementation
Professional**



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Question: 1

What are time device rules used for in Oracle Time and Labor?

Response:

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

Answer: C

Question: 2

A company uses physical badge readers for clock-in/clock-out events. Some device events fail to appear on time cards. Which configuration should be validated?

- A. Time Device Event Mapping rules for imported punches
- B. Work Schedule Template assigned to workers
- C. Time Layout Set assigned to the Time Profile
- D. Time Approval Profile applied to the legal entity

Answer: A

Question: 3

Which configuration is required to control how time calculation and time entry rules are grouped and applied?

- A. Time Rule Set
- B. Time Device Set
- C. Schedule Template
- D. Time Entry Code Set

Answer: A

Question: 4

A customer reports that time cards are always routed to Payroll instead of the department manager. Which configuration must you verify FIRST?

- A. The Approval Group assigned to the worker's Time Profile
- B. The Time Layout Set used by the time card
- C. The Time Device Integration settings
- D. The worker's assigned Work Shift schedule

Answer: A

Question: 5

Your client wants to minimize the validation rules that execute against a time card and only under certain circumstances they want certain validation rules, if required, to display validation messages. Which option will accomplish your customer's goals?

- A. Create a formula that incorporates program logic to check for certain time card entries and, when present, execute the validation rule. Create the new template and rule. Place the rule that uses the formula in a rule set and assign the rule set using an appropriate profile.
- B. Create a new validation formula/template and rule that accesses HCM data to only execute if certain HR data exists for the worker and processes the validation logic on the time entries. Place the rule that uses the formula in a rule set and assign the rule set using an appropriate profile.
- C. Create a new formula/template and rule that uses an input parameter to check for certain values defined in the rule using a time category input parameter. When present, complete execution of the rule. Place the rule that uses the formula in a rule set and assign the rule set using an appropriate profile.
- D. Place the validation rules in a rule set, assigning a properly formatted time category on the same rows in the rule set. Assign the rule set to the workers using an appropriate profile.

Answer: D

Question: 6

You need to help a customer monitor missing time entries and exceptions after time cards are submitted. Which Time and Labor tool should be used?

- A. Time Management Work Area – Exceptions and Alerts
- B. Global Transfer Dashboard
- C. HCM Extract Monitor
- D. Payroll Checklist Dashboard

Answer: A

Question: 7

Your customer wants to route absence entries on time cards using absence approval rules, which uses the absence approval task to approve absence entries.

How can you achieve this requirement?

- A. Set up Time Processing Profile with the appropriate option for Absence Approval Routing.
- B. Set up Time Categories with the appropriate option for Absence Approval Routing.
- C. Set up Time Card layout with the appropriate option for Absence Approval Routing.
- D. Set up Time Consumer Set with the appropriate option for Absence Approval Routing.
- E. Set up Time Setup Profile with the appropriate option for Absence Approval Routing.

Answer: A

Question: 8

Fill in the Blank Questions:

Time consumer sets allow you to specify _____ for each time consumer, ensuring that time is processed according to organizational rules.

- A. Employee work schedules
- B. Shifts and breaks
- C. Approval periods, validation rules, and time transfer rules
- D. Payroll settings

Answer: C

Question: 9

How do you configure a Time Calculation Rule (TCR) formula and template to enable the TCR rule to display process results and a validation message from the same rule?

- A. Define the TCR Formula to call a Time Entry Rule (TER) formula and pass TER formula results to the TCR formula. Define a new TCR template to display the process and message results on the Output train stop.
- B. Define a TER formula to call a TCR formula within the same TER formula. Define In a new TER template to enable the TER. Use the TER template to pass the process results and message back to a new TCR template on the Outputs train stop.
- C. Define a new TCR formula that calls a WFM validation utility formula within the TCR formula. Create a new TCR template to process time card results and pass back both TCR results and a validation message to the time card.

D. Define both a new TER and new TCR formula and TCR and TFR templates. The TCR template defines a new Input parameter to select the TER template, and then defines a TCR rule to display process and message results.

E. Define both a new TER and new TCR formula and TCR and TER templates. The TCR template defines the process results, the TER defines the validation message. Assign the TCR and TER using appropriate rule sets and time processing profiles.

Answer: A

Question: 10

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

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

Answer: C

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