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Oracle Time and Labor Cloud 2019 Implementation Essentials

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QUESTION 1

What When executing the Generate Time Card Fields process, that will be setting the parameter "Include Absence Types" to Yes accomplish?

- A. enables Absence entries on the time entry and calendar entry layouts
- B. none of the above
- C. creates a multiple-attribute time card field with Absence Management type and Payroll Time type time attributes
- D. enables entry of Absence Plans directly on the time entry and calendar entry layouts
- E. updates available absence values for selection within the existing time card fields
- F. creates a multiple-attribute time card field with only the Absence Management type time attribute

Correct Answer: A

QUESTION 2

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" and then the group will automatically refresh 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" checkbox, and then schedule the "Evaluate HCM Group Membership" process to run nightly.

Correct Answer: D

QUESTION 3

A customer needs to evaluate overtime on a weekly basis while using a biweekly time card period.

Which option outlines how this requirement can be supported?

- A. A weekly time period would be attached to the Fast Formula used to create the TCR Rule Template
- B. A weekly time period would be attached to the Worker Time Entry Setup Profile in the Overtime Period field
- C. A weekly time period would be attached to the TCR Rule Template, the TCR Rule, the TCR Rule Set



D. A weekly time period would be attached to the Worker Time Processing Setup Profile in the Overtime Period field

Correct Answer: C

QUESTION 4

Your customer needs to define a bi-weekly time card period but calculates overtime on a weekly period.

How should you configure this?

- A. You define a bi-weekly repeating period with time card usage and a weekly repeating period with overtime usage and associate them with a layout set.
- B. You cannot define a time card period that is different from the overtime period.
- C. You define a bi-weekly repeating period with time card usage and a weekly repeating period with overtime usage and associate them with the worker time processing profile.
- D. You define a bi-weekly repeating period with time card usage and a weekly repeating period with overtime usage and associate them with the worker time entry profile.

Correct Answer: D

QUESTION 5

How would you enable a weekly overtime calculation on a bi-weekly time card so that on the eighth day of the time card, the overtime calculation is reset?

- A. You would use a weekly repeating period for the time calculation rules and define a weekly repeating period for the time entry layout. When creating the weekly overtime rule, you would need to copy and customize the WFM_THRESHOLD_TIME_CALCULATION_RULE_AP formula to reset the total after seven days.
- B. You would use a bi-weekly repeating period for the time calculation rules and define a bi-weekly repeating period for the time entry layout. When creating the weekly overtime rule, you would need to copy and customize the WFM_THRESHOLD_TIME_CALCULATION_RULE_AP formula to reset the total after seven days.
- C. This is not possible so you will not do anything.
- D. You would use a weekly repeating period for the time calculation rules and define a bi-weekly repeating period for the time entry layout. When creating the weekly overtime rule, you would need to copy and customize the WFM_THRESHOLD_TIME_CALCULATION_RULE_AP formula to reset the total after seven days.

Correct Answer: A

QUESTION 6

What is the correct sequence of steps that you should perform to set multiple time attributes for different user groups?

- A. Configure the time attributes the rule to the TER Rule Set and then to the worker via the appropriate pro > Define a custom value set > Define the single-attribute time card field > Assign to a layout set > Assign to the time entry profile.



- B. Configure the time attributes > Define the single-attribute time card field > Assign to the time entry profile.
- C. Configure the time attributes > Define the multiple-attribute time card field > Assign to the time entry profile.
- D. Configure the time attributes > Define the multiple-attribute time card field > Assign to a layout set > Assign to the time entry profile.

Correct Answer: C

QUESTION 7

How should you remove email notifications from the Time card Workflow if it has been set up for auto approvals?

- A. Go into BPM, and select the "no email notifications" check box on the TimecardApproval task.
- B. Go into BPM, edit the TimecardApproval task and the TimecardApprovalFYI task, and remove the notification sent to Assignee when task is completed and/or in Error.
- C. This is not possible.
- D. Go into BPM, remove each individual from the approval email notification list.

Correct Answer: A

QUESTION 8

Your customer has implemented Fusion Payroll and defined a set of elements and CIRs (Calculation Information Repository) with restricted element eligibility.

How should you restrict the displayed payroll time types to match the payroll element eligibility?

- A. The payroll elements are placed in one multiple-attribute time card field and the layout set is assigned by using the time entry profile.
- B. The payroll elements are placed in one multiple-attribute time card field and restricted by using the enabled value.
- C. The payroll element eligibility definition is automatically used to restrict the displayed values on the time card.
- D. The payroll elements are placed in several multiple-attribute time card fields and the layout set is assigned by using the time entry profile.

Correct Answer: A

QUESTION 9

How should you configure Time and Labor Approvals to route to multiple approvers so that if a Payroll Layout time card only contains regular hours, it routes to the Line Manager, but if the time card contains an absence, it can also route to an HR admin?

- A. This is not possible.



- B. You should use the BPM Worklist and modify the BPM task: AbsencesApprovalsTask.
- C. You should use the BPM Worklist and modify the Payroll Time Card Approval -> BPM task:TimecardApproval.
- D. You should use the BPM Worklist and modify the Project Time Card Approval -> BPM task:ProjectTimecardApproval.
- E. You should use the BPM Worklist and modify the Payroll Time Card Approval -> BPM task:TimecardApproval and BPM Worklist, and modify the BPM task: AbsencesApprovalsTask.

Correct Answer: E

QUESTION 10

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

Correct Answer: C

QUESTION 11

What are the three possible types of time allocation?

- A. Hours, Time Card Period, and Percentage
- B. Hours, Percentage, and Equally
- C. Hours, Week, and Bi-Weekly
- D. Percentage, Number, and Proportionally

Correct Answer: B

<https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update18a/faitl/rule-based-validationcalculation-allocation-save-and-submit-configuration-overviews.html#FAITL2531310>

QUESTION 12

A worker is supposed to report for a morning shift with a scheduled start time of 08:00 AM. In the related shift limits, the



grace period is set to 15 minutes and the Start Early period to 60 minutes. The worker punches in at 07:15 AM.

What exception is generated?

- A. Late in time entry
- B. Early in time entry
- C. Invalid in time entry
- D. No exception is generated.

Correct Answer: B

QUESTION 13

Which option will enable WFM formula to access HCM data outside the time entry object?

- A. DBIs registered against the proper formula type can be used either directly or indirectly from the different Time and Labor formula types to access HCM data for the worker outside the time card information.
- B. Time and Labor formula can only access time card data passed into the formula from the time card.

Outside HCM data for the worker must be configured to be stored in the time card and passed to the formula using the Manage Layout Sets setup task.

- C. Time and Labor formula must use the Workforce Management Subroutine or Workforce Management Utility formula to access HCM data for the worker outside the time card information.
- D. The formula used must be identified with the suffix `_AP` to access HCM data for the worker outside the time card information. The `_AP` stands for Advanced Processing.

Correct Answer: B

QUESTION 14

You want to enable a contingent worker to view, edit, and create time cards for all workers in your organization in the US.

Which role-based security access and privilege should you give the worker?

- A. You need to give the contingent worker the Data Role that has been created for US managers, the job role for Time and Labor Employee, and the Duty Role for Time Card Entry.
- B. You need to give the contingent worker the Data Role that has been created for US workers, the job role for Contingent Worker Manager, and the Duty Role for Time Card Entry.
- C. Contingent workers cannot be enabled to act as Time and Labor Managers.
- D. You need to give the contingent worker the Data Role that has been created for US workers, the job role for Time and Labor Manager, and the Duty Role for Time Card Management.

Correct Answer: D



QUESTION 15

A customer defines work schedules by using both elapsed and time-based shifts. How should you configure the Time and Labor time entry layout so that it properly shows the scheduled absences on the time card?

- A. The time entry layout must include start and stop times along with the hidden Absence Plan time attribute and the displayed absence values.
- B. The time entry layout must be part of a layout set that is configured by using the Absence Management Time Consumer template.
- C. The time entry layout must include start and stop times along with the required assignment, in addition to a time card field for the absence values.
- D. Absence entries can be entered only by using the Calendar Entry layout in the layout set.
- E. The time entry layout must contain the delivered, but hidden Schedule time attributes time card field.

Correct Answer: C

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