



**Oracle**

## **Exam Questions 1z0-1048**

Oracle Time and Labor Cloud 2019 Implementation Essentials

#### NEW QUESTION 1

Which process enables you to quickly identify large quantities of time cards to submit and mark as approved, at one time?

- A. Mass Approve Time Cards Process
- B. Mass Time Cards Status Update Process
- C. Mass Submit Time Cards Process
- D. Mass Submit and Approve Time cards Process

**Answer:** D

#### NEW QUESTION 2

You are setting up a scheduler profile for a manager, but you cannot find this manager in the Group Manager list. What are three reasons for this?

- A. This manager is not identified as a Line Manager in his HR record.
- B. This manager's hire date is later than the scheduler profile effective start date.
- C. You didn't run the Refresh Manager Hierarchy job.
- D. This manager doesn't have the Time and Labor Manager role.

**Answer:** BCD

#### Explanation:

The Refresh Manager Hierarchy process populates the denormalized manager hierarchy table when person records are migrated from other applications. Otherwise, whenever a change is made to a person's manager hierarchy, the change is reflected automatically in the denormalized manager hierarchy table. However, by running the Refresh Manager Hierarchy process in addition to these automatic individual updates, you can ensure that the denormalized manager hierarchy is as accurate as possible. Refresh Manager Hierarchy processes all types of manager hierarchies.

#### NEW QUESTION 3

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.

**Answer:** A

#### NEW QUESTION 4

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

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

**Answer:** AD

#### Explanation:

Reference [https://docs.oracle.com/cd/E51367\\_01/globalop\\_gs/FAUTL/F1471298AN1531B.htm](https://docs.oracle.com/cd/E51367_01/globalop_gs/FAUTL/F1471298AN1531B.htm)

#### NEW QUESTION 5

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

**Answer:** C

#### NEW QUESTION 6

A rule used in the production environment is delivering incorrect results. It was determined that the formula and template were correct, but the rule input and output parameters were not set up with the correct values.

Which option describes, at a high level, how should you resolve the issue?

- A. Set the WFM Administrator Profile Value: HWM\_ALLOW\_RULE\_EDITS to "Yes". Delete the incorrect rule from the rule set
- B. From the Manage Time Repository Rules task, select the incorrect rule and select Actions – Edit Deployed Rule
- C. Correct the input and output value
- D. Re-add the corrected rule to the rule set using the appropriate edit option
- E. Resubmit the incorrect time cards.
- F. Set the WFM Administrator Profile Value: HWM\_ALLOW\_RULE\_EDITS to "Yes". Edit the deployedRule to correct the input and output value
- G. Resubmit the incorrect time cards.
- H. Delete the incorrect rule from the rule set
- I. From the Manage Time Repository Rules task, select the incorrect rule and select Actions – Edit Deployed Rule

- J. Correct the input and output value
- K. Re-add the corrected rule to the rule set using the appropriate edit option
- L. Resubmit the incorrect time cards.
- M. Duplicate the incorrect Rule, and correct input and output values in the new rule
- N. Update the rule set using the appropriate edit options to use the new rule
- O. Resubmit the incorrect time cards.

**Answer:** A

#### NEW QUESTION 7

If a manager has gone on leave without delegating their time card approvals, how should an HR administrator delegate the approvals to another user in their absence?

- A. If the HR Admin has SOA Admin privileges in Identity and Access Management (IAM), they can go to the worklist and look at Administrative Tasks View and delegate.
- B. They will have to wait for the manager to return to process the required approvals.
- C. If the HR Admin has SOA Admin privileges in Oracle Identity Manager (OIM), they can go to the worklist and look at Administrative Tasks View and delegate.
- D. If the HR Admin has SOA Admin privileges in the Authorization Policy Manager (APM), they can go to the worklist and look at Administrative Tasks View and delegate.

**Answer:** A

#### NEW QUESTION 8

Your customer has asked you to define an overtime period that is different from the time card period and wants to display the overtime bar on the calendar page and in the time card matrix.

Which two solutions meet this requirement?

- A. Enable the overtime option on the time categories to show overtime periods separately.
- B. Create a repeating time period by selecting formula option to enable overtime periods separately.
- C. Create a separate repeating time period by selecting overtime checkbox in period usage section.
- D. Enable the highlight overtime periods option in the time entry properties section of time card matrix.
- E. Create a repeating time period by selecting period type as overtime to enable overtime periods separately.

**Answer:** DE

#### NEW QUESTION 9

What is the process for correcting errors in recent time cards that have been approved, transferred to Oracle Cloud Payroll, and paid?

- A. The worker should correct and submit the time card which, after approval, will be transferred to Oracle Cloud Payroll the next time the Load Time Card batches process is run.
- B. The worker should inform the manager of the error and the manager will inform Payroll, who will correct the error directly in Oracle Cloud Payroll.
- C. The worker should inform Payroll, who will correct the error directly in Oracle Cloud Payroll.
- D. The worker should correct and submit the time card which, after approval, will be transferred to Oracle Cloud Payroll immediately.
- E. The worker should correct and submit the time card which will be transferred to Oracle Cloud Payroll immediately.

**Answer:** B

#### NEW QUESTION 10

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.

**Answer:** B

#### NEW QUESTION 10

The Time and Labor Manager of an organization needs to search, edit, and enter time for employees. What feature should they be given access to?

- A. Timekeeper for Managers
- B. Set-up Manager Work Area
- C. Time Work Area for Workers
- D. Time Management Work Area
- E. Calendar Entry for Workers

**Answer:** A

#### Explanation:

Reference [https://docs.oracle.com/cd/E18727\\_01/doc.121/e13521/T83865T412733.htm](https://docs.oracle.com/cd/E18727_01/doc.121/e13521/T83865T412733.htm)

#### NEW QUESTION 15

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 formul
- B. Define a new TCR template to display the process and message results on the Output train stop.
- C. Define a TER formula to call a TCR formula within the same TER formul
- D. Define in a new TER template to enable the TE
- E. Use the TER template to pass the process results and message back to a new TCR Template on the Outputs train stop.
- F. Define both a new TER and new TCR formula and TCR and TER template
- G. The TCR template defines the process results, the TER defines the validation messag
- H. Assign the TCR and TER using appropriate rule sets and time processing profiles.
- I. Define both a new TER and new TCR formula and TCR and TER template
- J. 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.
- K. Define a new TCR formula that calls a WFM validation utility formula within the TCR formul
- L. Create a new TCR template to process time card results and pass back both TCR results and a validation message to the time card.

**Answer:** A

#### NEW QUESTION 16

Which three capabilities are defined for workers in the Time Processing Profiles in Time and Labor?

- A. rules for time card actions that control when workers can enter, update, and delete their time
- B. time submission rule set
- C. time card period
- D. consumer set, validation, approval, and transfer processing
- E. time entry and time calculation rule sets

**Answer:** ABD

#### NEW QUESTION 20

Which is not a predefined approval task and task rule for payroll and project costing time entry approvals?

- A. a Payroll Time Card Approval task that automatically approves the time card if the total hours for time entries is 40 hours or less.
- B. a Project Time Card Approval task that routes time cards that contain time entries with a reported project, task, and expenditure type to the appropriate Project Manager
- C. a Payroll Time Card Approval task that routes payroll time entries to the Line Manager if the total hours for a time card exceed 40 hours
- D. a Payroll Time Card Approval task that automatically approves the time card unless it contains absences

**Answer:** D

#### Explanation:

Reference [https://docs.oracle.com/cloud/farel12/globalcs\\_gs/FAUTL/FAUTL1471283.htm#FAUTL1471283](https://docs.oracle.com/cloud/farel12/globalcs_gs/FAUTL/FAUTL1471283.htm#FAUTL1471283)

#### NEW QUESTION 22

You have created an HCM Group: "All-NY" where you have added seven members in the Include or Exclude Members section. You have also defined the criteria as: (Person Type = "Employee" Or Person Type = "Ex-Employee") and Hourly Paid or Salaried = "Salaried". Next you refresh the HCM Group membership on 10th Apr, 2017.

Which option shows smallest number of workers that this group: "All-NY" is certain to return?

- A. all the present and past employees of the organization
- B. 9 members
- C. 7 members
- D. it cannot be determined

**Answer:** A

#### NEW QUESTION 27

Which two components can you include in the time device processing profile, if you are using Web Clock as a time collection device for a group of workers?

- A. time submission rule set
- B. time device rule set
- C. time device event mappings set
- D. time device export data

**Answer:** AB

#### Explanation:

Reference

<https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update17d/faitl/time-collection-device-config>

#### NEW QUESTION 29

How should you configure a Formula, Template, and Rule to display Time and Labor (T&L) validation rule messages when entering time using the calendar entry dialog box to enter and save entries?

- A. Define a TER formula using a delivered workforce management calendar validation subroutine formula that accesses the worker's schedule/calendar information to display a message when saving the calendar entry from the calendar entry dialog bo
- B. Assign the rule to the TER Rule Set and then to the worker via the appropriate profile.
- C. All of the above
- D. Define a TSR Rule Set that calls additional TER as part of the existing assigned TSR Rule Set to execute when the dialog box closes and display a TER message on the Save actio

- E. Add the TSR to an existing TSR Rule Set and assign it to the worker via the appropriate profile.
- F. Define a TER formula/template using a delivered workforce management calendar validation function to display either a delivered or customer-defined message when executing the TE
- G. Assign the rule to the TER Rule Set and then to the worker via the appropriate profile.
- H. Define a TCR formula/template using a delivered workforce management calendar validation function to display either a delivered or customer-defined message when executing the TC
- I. Assign the rule to the TCR Rule Set and then to the worker via the appropriate profile.
- J. Define a Time Device formula using a delivered DBI that accesses the calendar entry dialog page's entries to validate the non time card and calendar entries to display the device message on the calendar entry pag
- K. Assign the rule to the TDR Rule Set and then to the worker via the appropriate profile.

**Answer:** A

#### NEW QUESTION 32

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