1Z0-1048-21 Sample Practice Exam Questions 2022 Updated Verified [Q12-Q33
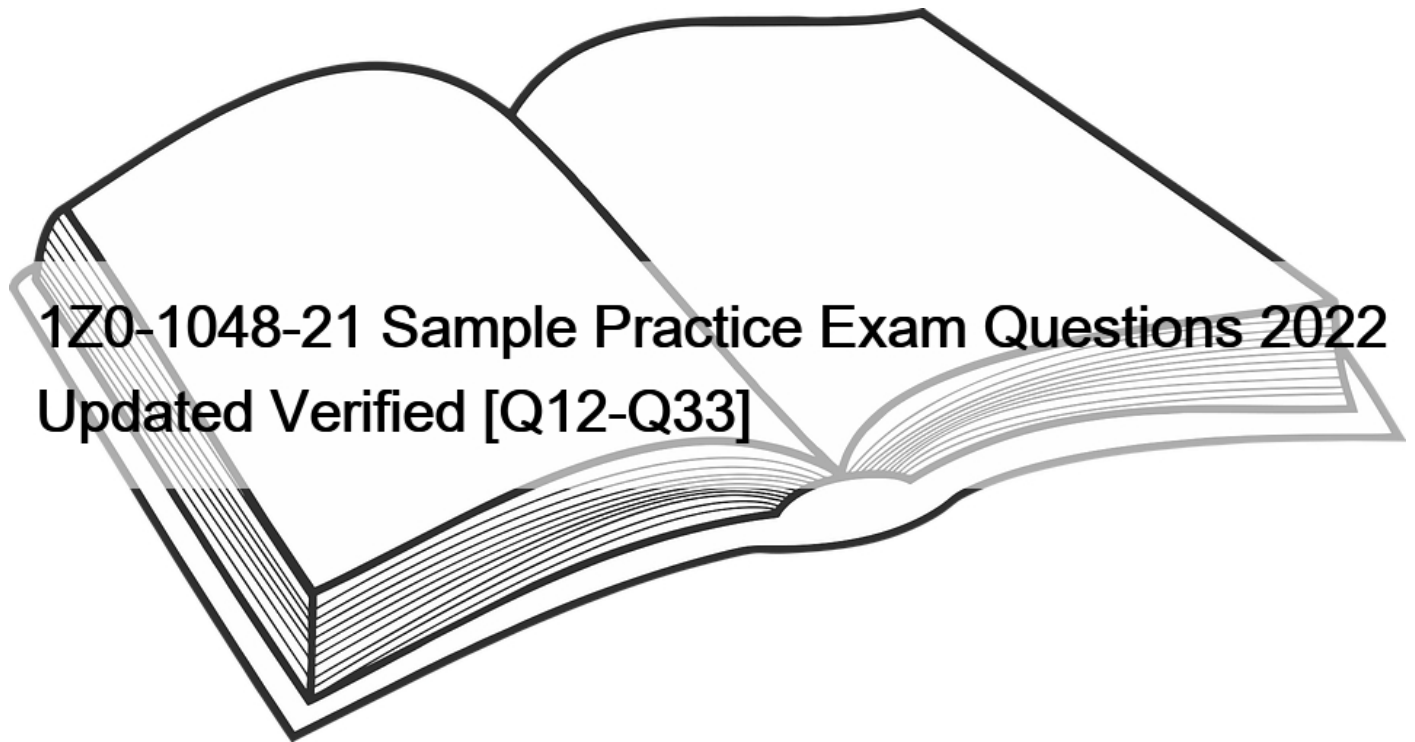
1Z0-1048-21 Sample Practice Exam Questions 2022
Updated Verified [Q12-Q33]

1Z0-1048-21 Sample Practice Exam Questions 2022 Updated Verified Exam Study Guide Free Practice Test LAST UPDATED 1Z0-1048-21 Q12. The time collection device was not working for an hour and several employees missed reporting their "Out" time. How can you create an "Out" event for these employees?

* The only way to accomplish this is to create a new entry from the time collection device, using the edit event options.
* From the Time Management Work Area, navigate to the Manage Time Events page to generate time events.
* From the Time Management Work Area, navigate to the Manage Time Events page to update the workers' entries.
* From the Time Management Work Area, navigate to the Manage Time Cards page to update the workers' time events.
* Navigate to the Web Clock page. As the Time and Labor Administrator, select Change Worker and Time from the Actions menu. Make the correct entries for each worker.

Q13. 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?
* 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.
* They will have to wait for the manager to return to process the required approvals.
* 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.
* 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.

Q14. Which three types of information can be linked to a Web Clock button?
* time card field
* display icon

* time device rule
* time device mapping
* logic rule sequence

Q15. What When executingthe Generate Time Card Fields process, that will be setting the parameter “Include Absence Types” to Yes accomplish?
* enables entry of Absence Plans directly on the time entry and calendar entry layouts
* updates available absence values for selection within the existing time card fields
* createsa multiple-attribute time card field with only the Absence Management type time attribute
* creates a multiple-attribute time card field with Absence Management type and Payroll Time type time attributes
* enables Absence entries on the time entry and calendar entry layouts
* none of the above

Q16. You have 10 differentLegislative Data Groups (LDG) defined. Each LDG has a different set of Payroll Time Types and Absence Types.

How should you configure a Layout Component to display the proper values in one single list on the Time Entry Layout?
* Create a Multiple Attribute Time Card Field, filtering the list using Assignment ID.
* Create a Multiple Attribute Time Card field, filtering the displayed values based on the LDG Filtering function.
* Create a Multiple Attribute Time Card Field, filtering the list using Element Eligibility.
* Cannot be done in one list. This requires two separate selection lists (Time Card fields), placed on the Time Entry Layout.

Q17. A rule used in the production environment is deliveringincorrect 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?
* Set the WFM Administrator Profile Value: HWM_ALLOW_RULE_EDITS to “Yes”. Delete the incorrect rule from the rule set. From the Manage Time Repository Rules task, select the incorrect rule and select Actions – Edit Deployed Rule. Correct the input and output values. Re-add the corrected rule to the rule set using the appropriate edit options. Resubmit the incorrect time cards.
* Set the WFM Administrator Profile Value: HWM_ALLOW_RULE_EDITS to “Yes”. Edit the deployed Rule to correct the input and output values. Resubmitthe incorrect time cards.
* Delete the incorrect rule from the rule set. From the Manage Time Repository Rules task, select the incorrect rule and select Actions – Edit Deployed Rule. Correct the input and output values. Re-add the corrected rule to the rule set using the appropriate edit options. Resubmit the incorrect time cards.
* Duplicate the incorrect Rule, and correct input and output values in the new rule. Update the rule set using the appropriate edit options to use the new rule. Resubmit the incorrect time cards.

Q18. On a Payroll Time Card, workers enter time against different cost codes, and the customer requires the time card to be routed to the manager of the appropriate cost center or centers.

Which option iscorrect?
* Modify the delivered project’s approval to route the time card to each Cost Center Manager instead of each Project Manager.
* Cost center-based approval cannot be implemented.
* Use the Manage Approval Groups task to define an approval groupcomprising all Cost Center managers, and use an HCM group in the workers’ Time Processing Profile to restrict approvers to only those required for the cost centers used on the time card.
* Use the Manage Approval Groups task to define an approval group comprising all Cost Center managers. The Approval Rule will then route to the appropriate Cost Center managers.

Q19. Which three tasks can a Time and Labor Manager perform from the planned schedule?

* Monitor absences.
* Monitor work coverage.
* Enter time for workers.
* Balance workloads.
* Schedule shifts.

Explanation

Reference: https://docs.oracle.com/cloud/r13_update17b/globalcs_gs/FAUTL/FAUTL1657098.htm#FAUTL1657

Q20. Your customer wants to customize time card layouts for managers and workers, so that a manager’s layout displays and allows the override of default pay rates, but worker’s layout displays it as read-only.

Whichstatement is correct about customizing the time card layout sets?

* Edit the manager layout first so that the worker layout inherits the edits, which you can then revise as required.
* Manager layout doesn’t inherit any worker layout edits.
* Edit theworker layout first so that the manager layout inherits the edits, which you can then revise as required.
* The worker layout automatically inherits any manager layout edits.

Explanation

Reference

https://docs.oracle.com/cloud/r13_update17b/globalcs_gs/FAITL/FAITL1470627.htm#FAITL1470627

Q21. The Workforce Management business process contains which shard components?

* Repeating Time Periods, Time Repository, Data Dictionary
* Repeating TimePeriods, Time Repository, Time Attributes
* Repeating Time Periods, Time Repository, Data Dictionary, Time Consumers
* Repeating Time Periods, Time Repository, Time Attributes, Time Consumers

Q22. Which statement is true about the business processes that Oracle HCM Cloud Time and Labor provides?

* Data entry clerks can key in batches of paper time cards and submit the batch.
* Workers can create more than one time card for a given period.
* Time cards can be created for a monthly period.
* Workers can enter time against the various projects that they have worked on.
* Managers have the ability to create time cards fromtemplates.

Q23. Workers can be assigned a night shift allowance when reporting time between 08:00PM and 11:00PM.

Which two options should you perform to configure that?

* You define a unit’s x rate element in Global Payroll that the worker would be eligible for, submit the Generate Data Dictionary Time Attributes process, define a time entry field dependent on the payroll time type time attribute using the units x rate timeattribute, and manually assign one quantity of the dependent time attribute on the worker’s time card.
* You define an hours x rate element in Global Payroll that the worker would be eligible for, submit the Generate Data Dictionary Time Attributesprocess, and define a time calculation rule to automatically generate the night shift allowance based on the night conditions.
* You define a unit’s x rate element in Global Payroll that the worker would be eligible for, submit the Generate Data Dictionary Time Attributes process, and define a time calculation rule to automatically generate the night shift allowance based on the night conditions.

* You define a unit’s x rate element in Global Payroll that the worker would be eligible for, submit the Generate Data Dictionary Time Attributes process, and manually assign one quantity of the payroll time type related to the night shift allowance on the worker’s time card.

Q24. The Generate time cards process is run for an HCM group called “group 1” with the “Available from date” = 1 Jan 2016 and the “Available to date” = 1 March 2016.

Which time cards will be generated?

* Time cards for the primary assignment of workers who are active members of “group 1” during the available date range. Only time cards starting on or after 1 Jan 2016 and ending on or before 1 March

2016 will be created. Any existing time cards and data will not be changed.
* Time cards for the primary assignment of workers who are active members of “group1” on 1 March

2016. Only time cards starting after 1 Jan 2016 and ending on or before 1 March 2016 will be created.

Any existing time cards and data willnot be changed.
* Tine cards for the primary assignment of workers who are active members of “group 1” during the available date range. Only time cards starting on or after 1 Jan 2016 and ending on or before 1 March

2016 will be created. The existing timecards will be replaced.
* Time cards for all assignments of workers who are active members of “group 1” during the available date range. Time cards with any date within the range 1 Jan 2016 and 1 March 2016 will be created.

Any existing time cards and data will not be changed.
* Time cards for all assignments of workers who are active members of “group 1” during the available date range. Only time cards starting on or after 1 Jan 2016 and ending on or before 1 March 2016 will be created. The existing time cards will be replaced.
* Time cards for the primary assignment of workers who are active members of “group 1” during the available date range. Time cards with any date within the range 1 Jan 2016 and 1 March 2016 will be created. Any existing time cards and data will not be changed.

Q25. 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?
* This manager is not identified as a Line Manager in his HR record.
* This manager’s hire date is later than the scheduler profile effectivestart date.
* You didn’t run the Refresh Manager Hierarchy job.
* This manager doesn’t have the Time and Labor Manager role.
Explanation

The Refresh Manager Hierarchy process populates the denormalized manager hierarchy table when personrecords 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 processin 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.

Q26. Which delivered Role,Workarea, and Task combinations should be used when troubleshooting rule processing issues to

determine which rules and rule sets are executed against a specific worker’s time card for a specific time card action?
* Time and Labor Manager, Setup and Maintenance Work Area, Analyze Rule Processing Details Task
* Time and Labor Manager, Time Management Work Area, Manage Time Repository Rule Sets
* Time and Labor Administrator, Setup and Maintenance Work Area, Analyze Rule Processing Details Task
* Time and Labor Administrator, Time Management Work Area, Analyze Rule Processing Details Task
* Time and Labor Manager, Time Management Work Area, Analyze Rule Processing Details Task
* Time and Labor Administrator, Setup and Maintenance Work Area, Manage Worker Time Processing Profile Task

Q27. Which two time entry configurations on the manage time entry layout components task do you have to complete to report and calculate earned compensatorytime and take compensatory absences?
* Create a multi-attribute time entry field that includes the time attributes Absence Management Type.

The absence management type that decrements the employee’s earned compensatory time the compensatory absence.
* Create a multi-attribute time entry field that includes the time attribute Compensatory Time Absence Plan. The compensatory time absence plan that increments the employee’s earned compensatory time.
* Create a single attribute time card field that includethe time attribute Absence Plan.
* Create a multiple attribute time card for the payroll time type compensatory time earned, and another payroll time for compensatory time taken.

Q28. 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?
* 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.
* 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 theTER template to pass the process results and message back to a new TCR Template on the Outputs train stop.
* 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 validationmessage. Assign the TCR and TER using appropriate rule sets and time processing profiles.
* Define both a new TER and new TCR formula and TCR and TER templates. The TCR template defines a new input parameter to select the TER template, and then defines aTCR rule to display process and message results.
* 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 messageto the time card.

Q29. What determines the validation and approval of payroll timetypes for Fusion Payroll?
* Use of the delivered payroll time attributes and payroll time card fields.
* Assignment of the customer-defined Time and Labor – Time Entry Rules (TER).
* Assignment of a properly defined payroll time consumer set.
* Assignment of the delivered payroll layout set and time entry options.

Q30. 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?
* Add the TPP name to the definition of the grade.
* When creating the TPP, add the grades that will receive that TPP to the definition.
* 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.
* Create a group using an evaluation criteria of Grade Less Than 04 and attach that group to the TPP.
* Write a Fast Formula which, when executed, would return all employees in grades 01 to 03, and attach that to the TPP definition.

Q31. What is the correct sequence of steps that you should perform to set multiple time attributes for different user groups?
* 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 > Assignto a layout set > Assign to the time entry profile.
* Configure the time attributes > Define the single-attribute time card field > Assign to the time entry profile.
* Configure the time attributes > Define the multiple-attribute time card filed > Assignto the time entry profile.
* Configure the time attributes > Define the multiple-attribute time card filed > Assign to a layout set > Assign to the time entry profile.

Q32. 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.

Whichoption shows smallest number of workers that this group: “All-NY” is certain to return?
* all the present and past employees of the organization
* 9 members
* 7 members
* it cannot be determined

Q33. How do you configure a time submission rule set used with time devices?
* Every time you create a time submission rule, the save action alsocreates a corresponding rule set.
* Use the time device import process to add time submission rules to the rule set.
* Every time you associate a time submission rule with the processing profile, the add action creates a corresponding rule set.
* ManageTime Submission Rule Set and add the submission rules to the set.
Explanation

Reference https://docs.oracle.com/cloud/farel12/globalcs_gs/FAITL/FAITL2021781.htm#FAITL1788995

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