

Oracle 1z0-1106-2 Dumps Updated Jan 07, 2024 WIith 57 Questions [Q22-Q43]



Oracle 1z0-1106-2 Dumps Updated Jan 07, 2024 WIith 57 Questions View All 1z0-1106-2 Actual Free Exam Questions Jan 07, 2024 Updated NEW QUESTION 22

Your company will be using compensation history to display compensation for employees and managers. What are the 4 groups of compensation history that will be displayed?

- * Recurring Payments
- * Benefits
- * Other Compensation
- * Stock
- * Salary
- * Payroll

According to Oracle's documentation¹, the four groups of compensation history that will be displayed are:

Salary: This group includes base salary changes that were applied to the worker, such as promotions, transfers, or adjustments.

Recurring Payments: This group includes recurring payments that were applied to the worker, such as allowances, bonuses, commissions, or overtime.

Other Compensation: This group includes variable cash and non-cash compensation that were applied to the worker, such as awards, gifts, incentives, or recognition.

Stock: This group includes stock option grants that were applied to the worker.

NEW QUESTION 23

The Director of Sales and the Director of Learning Enablement have a meeting to discuss future training needs for the direct reports of the Director of Sales. They notice a desire in this team to have more leadership training. The Director of Learning decides that a learning community on Leadership would be beneficial for the team. What type of learning community does the Director of Learning create to enable this?

- * Self-Service
- * Leadership Skills
- * Catalog
- * My Learning

The Director of Learning creates a learning community on Leadership to provide leadership training for the team of the Director of Sales. In Oracle HCM, a learning community can be created as a collection of learning objects, such as courses, videos, documents, and discussions, that are related to a particular topic. The learning community can be accessed by employees to gain knowledge, share information, and collaborate with others who have a common interest or goal.

<https://docs.oracle.com/en/cloud/saas/talent-management/22a/fatul/overview-of-learning-communities.html>

NEW QUESTION 24

Once an employee makes their benefit election, rates will be passed to payroll. What rate from benefits enrollment gets sent to payroll?

- * Communicated Amount
- * Defined Amount
- * No rate gets sent to payroll
- * Amount

Once an employee makes their benefit election, the communicated amount from the benefits enrollment process is sent to payroll. This communicated amount is the rate associated with the employee's benefit election and is used to calculate the deductions for the benefit. This rate is sent to payroll along with the relevant information about the employee's benefit election, so that the payroll system can accurately calculate the deductions for the benefit.

According to Oracle HCM documentation¹, communicated amount is the amount that the participant is told to expect for their contribution or distribution. It may be different from the defined amount, which is the amount that is defined for the rate².

According to Oracle Support³, communicated rate is defined as per pay period with element frequency rules and it should be calculated properly in Benefits Self Service > Rates > Communicated Amount.

https://docs.oracle.com/cd/F13810_02/hcm92pbr29/eng/hcm/hbbn/task_SettingUpBenefitRates-6e7f4e.html

NEW QUESTION 25

At what stage in the Goal Management process flow are goals assigned to an employee?

- * When the performance rating is shared
- * When the performance document is created
- * After the employee life cycle
- * After the applicant life cycle

https://support.oracle.com/knowledge/Oracle%20Fusion%20Applications/1542019_1.html

NEW QUESTION 26

Which is the first critical path of payroll processing?

- * Calculate Payroll
- * Archive Periodic Payroll Results
- * Electronic Funds Transfer (EFT) Process
- * Calculate Prepayments

The first critical path of payroll processing is to calculate payroll. This involves calculating wages, deductions, and taxes for all employees in the system, taking into account any payroll rules, policies, or other regulations. After calculating payroll, the results can then be archived, payments can be made via Electronic Funds Transfer (EFT), and any prepayments can be calculated.

<https://www.oracle.com/human-capital-management/payroll/>

NEW QUESTION 27

Company XYZ has found it to be efficient for an employee's profile to contain all relevant information from talent to non-talent content items. An employee would like to update their Talent Profile in the areas of their skills, qualifications, competencies, and accomplishments. Where would an employee go to make those updates within their employee talent profile?

- * Compensation
- * Healthcare coverage
- * Career Preferences
- * Degrees

An employee can update their skills, qualifications, competencies, and accomplishments in their Career Preferences section of their talent profile. The Career Preferences section allows employees to add or remove skills, update qualifications, and add competencies and accomplishments that they have acquired. This information can be used for career planning, succession planning, and development opportunities.

<https://mylearn.oracle.com/exam/oracle-hcm-business-process-foundations-associate-rel-1/44447/106279/160766>

NEW QUESTION 28

Your organization has decided to use cloud benefits. What four items make the structure of the benefits system?

- * Derived Factor
- * Eligibility Profile
- * Option
- * Program
- * Plan Type
- * Plan

According to Oracle Benefits Cloud datasheet1, the structure of the benefits system consists of four items: program, plan type, plan, and option1. A program is a collection of plan types that share common eligibility rules. A plan type is a category of benefits, such as medical or dental. A plan is a specific offering within a plan type, such as PPO or HMO. An option is a variation within a plan, such as single or family coverage1

<https://www.oracle.com/a/ocom/docs/applications/hcm/oracle-benefits-ds.pdf>

NEW QUESTION 29

Which one of the following terms describes when an employee decides which benefit options they wish to select from a plan?

- * Options
- * Selections
- * Election
- * Enrollment

An election is when an employee decides which benefit options they wish to select from a plan.

<https://www.aihr.com/blog/types-of-employee-benefits/>

NEW QUESTION 30

Other than the employee, which two other users can manage absence records on behalf of the employee?

- * Rewards Specialist
- * HR Specialist
- * Line Manager
- * System Administrator

According to Oracle HCM Business Process Foundations Associate Rel 1, other than the employee, the HR Specialist and Line Manager can manage the employee's absence records. This includes entering, modifying, and approving absence information.

https://support.oracle.com/knowledge/Oracle%20Fusion%20Applications/1998783_1.html

NEW QUESTION 31

When using Workforce Compensation and creating budgets, your organization wants the budget amounts to be determined by employee eligible salaries for each manager. What budgeting level would you need to select?

- * Worker-Level budgeting
- * Plan-Level budgeting
- * Administrator-Level budgeting
- * Manager-Level budgeting

Worker-Level budgeting is the correct answer. This budgeting method allows you to determine budget amounts by employee eligible salaries for each manager.

<https://docs.oracle.com/en/cloud/saas/human-resources/23a/faiwc/budgeting-methods-in-workforce-compensation-plan-budget-pools.html>

NEW QUESTION 32

Which report is used to monitor absence trends and analyses?

- * Leave Time & Balances Report
- * Absence Monitoring Report
- * Absence Trends Report
- * Employee Absence Analyses

https://docs.oracle.com/cd/E18727_01/doc.121/e13544/T231404T232576.htm

NEW QUESTION 33

Who are the other main users of the HCM processes, apart from Human Resources Specialists and Line Managers?

- * Applicants
- * HCM System Administrators
- * Employees

* Security Managers

Oracle Fusion Cloud HCM is a complete cloud solution that connects every human resource process-and every person-across your enterprise. It helps you create a community where people feel valued, heard, and like they belong.

<https://www.oracle.com/human-capital-management/>

NEW QUESTION 34

When creating absence plan eligibility, what do you need to base it on, if the value changes over time, such as Length of Service and Age?

- * Formula
- * Derived Factor
- * Personal Attributes
- * Employment Attributes

Derived Factors are used in absence plan eligibility when the value changes over time. According to the Oracle Human Resources Cloud documentation, Derived Factors are used to calculate the value of an attribute, such as Length of Service or Age, based on information that is stored in the system (e.g. hire date). The link you provided gives a detailed explanation of how Derived Factors are used in absence plan eligibility.

<https://docs.oracle.com/en/cloud/saas/human-resources/23a/faiam/how-you-configure-eligibility-for-absence-plans.html>

NEW QUESTION 35

You want the ability for employees to have complete autonomy toward their own goals. Given you want employees to be able to perform many actions when it comes to their goals, what are the main actions employees can perform when their Manager assigns them a goal?

- * Manage and update goals
- * Communicate the progress of their goal for the Manager to update
- * Create new career goals
- * Share goals with colleagues

When a Manager assigns a goal to an employee, the employee is able to manage and update the goal as they make progress towards completing it. This includes setting objectives, updating the status of the goal, and adding any additional information or resources that may be needed. The employee also has the ability to share the goal with their colleagues, take part in discussions about the goal, and track their progress. Additionally, employees are able to create new career goals and communicate their progress to their Manager to ensure the goal is updated in the system.

<https://docs.oracle.com/en/cloud/saas/talent-management/22c/faugm/approval-process-for-performance-goals.html>

NEW QUESTION 36

What is the purpose of extending a job offer?

- * Change the targeted start date
- * Increase the expiration date of the offer
- * Add more details to the offer
- * Send the offer to the candidate

Extending a job offer is the process of formally offering a position to the applicant. This is typically done in writing, either by email or by sending a job offer letter. The purpose of extending a job offer is to provide the candidate with all the necessary information they need to make an informed decision about whether or not they will accept the position.

https://docs.oracle.com/cd/F13810_02/hcm92pbr29/eng/hcm/herm/task_CreatingJobOffers-e36841.html

NEW QUESTION 37

Your organization uses Cloud Time and Labor for processing reported time and needs to know the options for entering time for Time and Labor to process. What are the three options that can be used?

- * Time Sheets
- * Time Cards
- * Web Clock
- * Element Entry
- * Third Party Device

Oracle Business Process training helps you gain a foundation understanding of how end-to-end business process flows are defined, based on Oracle Modern Best Practice, and enabled by Oracle applications and next-generation digital technologies.

https://education.oracle.com/oracle-hcm-cloud-time-and-labor-with-projects/courP_47716764

NEW QUESTION 38

As the Director of IT, you understand that security roles are important to your organization and would like employee profiles to be kept as confidential as possible and to be viewed and managed by the employee and their manager. Apart from an employee and manager, what other role is able to add goals to an employee's development plan?

- * An Administrator
- * An IT Specialist
- * An HR Specialist
- * An Implementer

This role is able to add goals to an employee's development plan. An Administrator, an IT Specialist and an Implementer are not related to employee development plans.

NEW QUESTION 39

What is the name of Oracle's Chatbot?

- * Oracle Chatbot
- * Oracle Information
- * Oracle Digital Assistant
- * Oracle Help

According to the Oracle HCM Business Process Foundations Associate Rel 1 official book, Oracle Digital Assistant is the name of Oracle's chatbot. Oracle Digital Assistant is a conversational AI platform that enables companies to build and deploy AI-driven chatbots. It provides a single, unified platform for building, managing, and deploying chatbots across multiple channels such as web, mobile, and social media. Oracle Digital Assistant also provides a range of features such as natural language processing, machine learning, and analytics to improve the accuracy of the conversations.

<https://www.oracle.com/chatbots/>

NEW QUESTION 40

Your executive team likes the information that gets displayed in the budget worksheet, but they would like to change the order in which the columns appear. How would you accomplish this task?

- * You cannot change the order in which the columns appear.
- * Use the default sequence field for each column.
- * Drag the columns to appear in the order that you want them.
- * Use the display order for each column.

This option allows you to change the order in which the columns appear in the budget worksheet by specifying a number for each column.

https://docs.oracle.com/cd/E28271_01/fusionapps.1111/e20376/F606893AN4B8D8.htm

NEW QUESTION 41

Which part of Work Life does Mentorship fall under?

- * Wellness
- * Personal Brand
- * Social Reputation
- * Volunteering

Work Life Solutions is a module within Oracle HCM Cloud that helps employees manage their personal and professional lives. Work Life Solutions includes features such as wellness, personal brand, social reputation, volunteering, and mentorship. Mentorship is a feature that enables employees to find mentors or mentees within the organization based on their skills, interests, and goals. Mentorship helps employees develop their careers and learn from others.

<https://mylearn.oracle.com/ou/learning-path/oracle-hcm-cloud-worklife-solutions/90586/>

NEW QUESTION 42

Which part of the Recruiting Strategy process is all about creating compelling job descriptions and attractive career sites that are attention grabbing as well as informative?

- * Sourcing
- * Screening
- * Hiring
- * Scoping
- * Selecting

According to the Oracle HCM Business Process Foundations Associate Rel 1 official book, sourcing is all about creating compelling job descriptions and attractive career sites that are both attention-grabbing and informative. This part of the recruiting process is essential for attracting high-quality and suitable candidates for the job. The other options (Screening, Hiring, Scoping, and Selecting) are not part of the sourcing process and are related to other stages of the recruiting process.

<https://www.oracle.com/human-capital-management/recruiting/>

NEW QUESTION 43

Which part of the Employee Separation process uses employee data to help with the decisions on recruitment, retention, and employee management?

- * Review Separation Data
- * Review Workforce Information
- * Report on Employee Data
- * Analyze Workforce Trends

This part of the Employee Separation process involves analyzing employee data to identify recruitment needs, retention strategies, and efficient employee management. This process requires an understanding of workforce trends and current employee data to ensure that the separation process is carried out in a timely and effective manner.

<https://education.oracle.com/business-process-training-program-lad>

New 1z0-1106-2 Exam Questions Real Oracle Dumps: https://www.test4engine.com/1z0-1106-2_exam-latest-braindumps.html