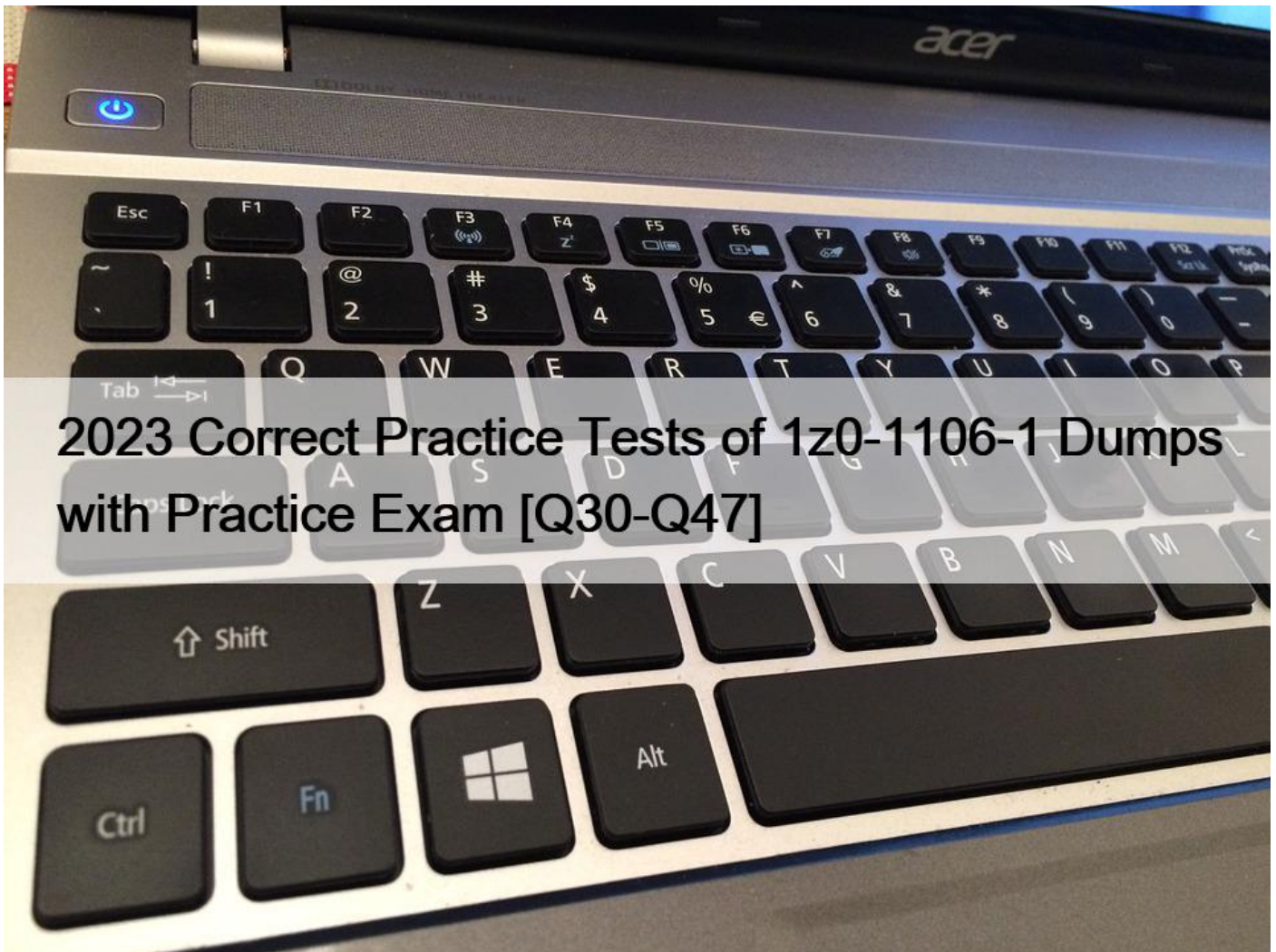


2023 Correct Practice Tests of 1z0-1106-1 Dumps with Practice Exam [Q30-Q47]



2023 Correct Practice Tests of 1z0-1106-1 Dumps with Practice Exam Certification Sample Questions of 1z0-1106-1 Dumps With 100% Exam Passing Guarantee

Oracle HCM Business Process Foundations Associate Rel 1 (1z0-1106-1) is a certification exam that validates the knowledge and skills of candidates in Oracle Human Capital Management (HCM) Cloud. 1z0-1106-1 exam is designed to assess the understanding of the fundamental concepts of HCM, including business processes, data and security management, and reporting. 1z0-1106-1 exam is ideal for professionals who are looking to enhance their skills in HCM and want to gain recognition for their expertise.

NO.30 Your organization wants the capability for employees to copy information into their current time card. What options do they have for copying a time card?

- * Copy same period from last month
- * Copy other time card
- * Copy same period from previous year

* Copy previous time card

This option allows you to copy information from your most recent time card into your current one. It is the simplest and most common way to copy a time card.

<https://www.oracle.com/human-capital-management/workforce-management/time-and-labor/datasheet/>

NO.31 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

Explanation

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

NO.32 Your organization wants the capability for employees to copy information into their current time card. What options do they have for copying a time card?

- * Copy same period from last month
- * Copy other time card
- * Copy same period from previous year
- * Copy previous time card

Explanation

This option can be found in the Time and Labor Self Service Time Card page, and allows employees to copy information from another existing time card. This can be useful for copying information from a previous time card or from another employee's time card.

NO.33 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

Explanation

According to the Oracle HCM Business Process Foundations Associate Rel 1 official book, the three options that can be used to enter time for Time and Labor to process are Time Sheets, Time Cards, and Web Clock.

Time Sheets are used to report time for employees in a payroll period, Time Cards are used to report time for a single day, and Web Clock is used for employees to report time through a web clock interface.

NO.34 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

Explanation

The structure of a cloud benefits system consists of Eligibility Profiles, Programs, Plan Types, and Plans. An Eligibility Profile is used to define which employees are eligible for a particular benefit. Programs are used to group related benefits together, while Plan Types and Plans are used to define the actual benefits that are available. For example, a Plan Type might be Health Insurance, and then a Plan would define the specific coverage and cost associated with that Plan Type. Reference: Oracle HCM Business Process Foundations Associate Rel 1, Chapter 5 – Benefits, page 22.

NO.35 An organization is designing their performance process flow. They would like to have a simplified process but also want to capture HR, employee, and manager feedback in the evaluation. As a standard practice, it was decided that once an employee completes their performance self-evaluation, it will then go to the next role. Which role is that?

- * Their manager
- * Their HR Business Partner
- * Remains in their talent profile
- * Their colleague to request peer feedback

According to 1, 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.

The performance self-evaluation is a step in the performance management process that allows employees to assess their own performance and provide feedback to their managers. After completing their self-evaluation, employees can submit it to their managers for review and approval.

NO.36 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>

NO.37 An employee just got requested to be a mentor and is excited for the opportunity. The employee looks up the mentee's talent profile but does not know how to begin establishing a relationship with her mentee. The employee has decided to reach out to the HR Business partner, and was informed that she can do one of the following. What did the HR Business partner ask the employee to do?

- * Review and complete the Mentoring plan.
- * Set up regular calls with the mentee.
- * Schedule a call with the mentee's manager.
- * Schedule time with the HR Business Partner to design a plan.

a mentoring plan is a set of goals and tasks that a mentor and a mentee agree to work on during their mentoring relationship.

<https://docs.oracle.com/en/cloud/saas/human-resources/23a/faurm/mentoring-plans.html>

NO.38 Which part of Work Life does Mentorship fall under?

- * Wellness
- * Personal Brand

* Social Reputation

* Volunteering

Explanation

According to Oracle HCM Business Process Foundations Associate Rel 1 official book, mentorship is part of the Wellness component of Work Life. Mentorship is defined as the act of providing guidance, advice, and support to an individual or group in order to help them achieve their goals. It can be a great way to invest in yourself and your career, as it can help you gain new skills, knowledge, and insights. Mentorships can also help you develop relationships with like-minded individuals, build your professional network, and open up new opportunities.

NO.39 Which of the following is the direct outcome of an employee entering and submitting worked time?

* Calculated time is converted to paid amount.

* Reported time is converted to calculated time.

* Calculated time is converted to reported time.

* Reported time is converted to net pay.

This is an important process in the Oracle HCM Business Process Foundations Associate Rel 1 official book. In this process, reported time is first converted to calculated time. This is done by taking into account any exceptions, such as overtime, shift differentials, or holidays. Once the calculated time is obtained, it is then used to determine the employee's net pay.

According to Oracle Time and Labor datasheet1, one of the key features of Oracle Time and Labor is to support time conversion which transforms reported time into calculated time based on predefined rules1. Reported time is the raw data entered by workers or managers, while calculated time is the processed data that can be used for payroll or other purposes2

NO.40 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>

NO.41 Once a manager arrives on the compensation landing page, what controls the number of plans that the manager has access to allocate compensation?

* All active plans for the current year

* Based on the plans that the Line Manager has employees eligible for

* Based on a Compensation Manager granting a Line Manager access to the plans

* Based on whether the manager is eligible for the plan

The Compensation Manager is responsible for granting access to the plans, and the Line Manager will only have access to the plans that they have been granted access to. Other factors such as all active plans for the current year, plans that the Line Manager has employees eligible for, or whether the manager is eligible for the plan, will not affect the number of plans that the manager has access to allocate compensation.

<https://docs.oracle.com/en/cloud/saas/human-resources/23a/faiwc/how-you-add-dashboard-otbi-reports-to-the-workforce-compensation-landing-page.html>

NO.42 You will be using an age-derived factor to help determine people who are 21 years of age and older. What benefits object will the derived factor be tied to?

- * Option
- * Benefit Program
- * Eligibility Profile
- * Plan

A derived factor is a factor that is derived from other factors or data elements, such as age or gender. When using an age-derived factor, it will be tied to an Eligibility Profile, which is used to define which employees are eligible for a particular benefit. For example, an Eligibility Profile could be set up to provide benefits only to employees 21 years of age and older. Reference: Oracle HCM Business Process Foundations Associate Rel 1, Chapter 5 – Benefits, page 31.

<https://docs.oracle.com/en/cloud/saas/human-resources/22d/faibf/examples-of-derived-factors.html>

NO.43 An employee has created a learning community about graphic designing. She has kept the community open to members. She branded the community and uploaded a video to show how a particular design was created.

Members of that learning community have the option to view and comment on the designs that are uploaded.

What is another action that members can do to the learning communities they are a part of?

- * Upload videos
- * Delete the community page
- * Make the community private
- * Invite members from another community to share feedback

Explanation

Members of a learning community can invite other members to join and contribute to the community. This helps to build engagement, collaboration, and social learning within the community. Members can share their experiences, best practices, and feedback with others, which can help to foster a sense of community and build a culture of continuous learning. Other actions that members can take include posting questions, sharing resources, and creating or joining sub-groups within the community.

NO.44 As a Talent Manager, one of your goals for the year is to create a plan to retain your top talent. You would like to set up a Talent Review meeting with Managers to better assess their workforce in how you can build a plan for each worker. As you start to develop your plan, which among the following options is one of the main aspects you will need to create a successful Talent Review meeting for?

- * Worker Hire Dates
- * Manager feedback
- * Worker salaries
- * Meeting Review Content

Explanation

As a Talent Manager, one of your main goals is to create a plan to retain your top talent. To do this, you will need to set up a Talent Review meeting with Managers to better assess their workforce and build a plan for each worker. For this meeting to be successful, it is important to gather feedback from the Managers on the strengths and weaknesses of their workers, as well as any other information that can help create a successful retention plan. Additionally, you will need to consider the hire dates of the workers, their salaries, and the content of the meeting review.

NO.45 Which of the following is a step in the Employee Separation process?

- * Update Benefit Options
- * Finalize Compensation Payout

* Reconcile Absence Records

* Transfer Employee

Explanation

According to Oracle HCM Business Process Foundations Associate Release 1, the Employee Separation process includes steps such as finalizing compensation payout, reconciling absence records, and updating benefit options. The last step in this process is to transfer the employee's records to the appropriate department.

NO.46 A part from being manually added into the system, where else might Pending Workers come from?

* Talent Management Processing

* Pending Worker Self Register

* Compensation Processing

* Recruiting

Explanation

The Pending Worker Self Register process allows workers to register themselves as pending workers in the system. This is done through the use of self-registration forms that are sent to applicants or other potential workers. When the form is completed and returned, Oracle HCM processes the information to create a pending worker record. This allows the workers to have access to the system and complete the onboarding process without the intervention of an HR representative.

NO.47 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

Explanation

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.

1z0-1106-1 Sample Practice Exam Questions 2023 Updated Verified: https://www.dumpleader.com/1z0-1106-1_exam.html