

## Oracle.1z0-1106-1.v2023-03-23.q22

<b>Exam Code:</b>	1z0-1106-1
<b>Exam Name:</b>	Oracle HCM Business Process Foundations Associate Rel 1
<b>Certification Provider:</b>	Oracle
<b>Free Question Number:</b>	22
<b>Version:</b>	v2023-03-23
<b># of views:</b>	699
<b># of Questions views:</b>	220
<a href="https://www.freeqas.com/qa/Oracle/1z0-1106-1/Oracle.1z0-1106-1.v2023-03-23.q22.html">https://www.freeqas.com/qa/Oracle/1z0-1106-1/Oracle.1z0-1106-1.v2023-03-23.q22.html</a>	

### NEW QUESTION: 1

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?

- A. Option
- B. Benefit Program
- C. Eligibility Profile
- D. Plan

**Answer: (SHOW ANSWER)**

Explanation

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.

### NEW QUESTION: 2

A Manager has been invited to be a participant for a Talent Review Meeting for the team. The Manager needs to start to prepare the date for the Talent Review meeting. What data is needed when it comes to preparing and conducting a Talent Review meeting?

- A. Last time there was a promotion/salary increase
- B. Potential assessment
- C. Risk of loss assessment
- D. Location of employees

**Answer: B (LEAVE A REPLY)**

Explanation

A potential assessment is needed to help the Manager understand the strengths and weaknesses of their team members, and to identify areas where they can help them grow. Other data that may be needed when preparing and conducting a Talent Review meeting includes Last time there was a promotion/salary increase, Risk of loss assessment and Location of employees.

**NEW QUESTION: 3**

Which Absence-related data can an employee access apart from being able to add an absence and review existing absences?

- A. Plan Balances
- B. Absence Calculation Rules
- C. Balance Adjustment Requests
- D. Absence Processing Rules

**Answer: A ([LEAVE A REPLY](#))**

Explanation

Employees can access their absence-related data, such as plan balances, through their self-service portal or by exploring other reporting and analytics tools. This data includes the balances of their absence plans, such as vacation and sick days, which allows employees to know how much time they can take off. Employees can also review and add absences, as well as adjust their plan balances via balance adjustment requests.

Additionally, employees can review the absence calculation and processing rules that have been set up for their organization.

**NEW QUESTION: 4**

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?

- A. Time Sheets
- B. Time Cards
- C. Web Clock
- D. Element Entry
- E. Third Party Device

**Answer: ([SHOW ANSWER](#))**

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.

**NEW QUESTION: 5**

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?

- A. Copy same period from last month
- B. Copy other time card
- C. Copy same period from previous year
- D. Copy previous time card

**Answer: B ([LEAVE A REPLY](#))**

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.

**NEW QUESTION: 6**

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

- A. Options
- B. Selections
- C. Election
- D. Enrollment

**Answer: C ([LEAVE A REPLY](#))**

Explanation

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

**NEW QUESTION: 7**

Which of the following is a step in the Employee Separation process?

- A. Update Benefit Options
- B. Finalize Compensation Payout
- C. Reconcile Absence Records
- D. Transfer Employee

**Answer: ([SHOW ANSWER](#))**

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.

**NEW QUESTION: 8**

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

- A. Applicants
- B. HCM System Administrators
- C. Employees
- D. Security Managers

**Answer: ([SHOW ANSWER](#))**

Explanation

According to Oracle HCM Business Process Foundations Associate Rel 1, apart from Human Resources Specialists and Line Managers, the other main users of the HCM processes are HCM System Administrators.

This includes setting up and maintaining the system, as well as ensuring security and data integrity.

### **NEW QUESTION: 9**

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?

- A. Recurring Payments
- B. Benefits
- C. Other Compensation
- D. Stock
- E. Salary
- F. Payroll

**Answer: ([SHOW ANSWER](#))**

Explanation

According to the Oracle HCM Business Process Foundations Associate Rel 1 official book, the four groups of compensation history are Recurring Payments, Other Compensation, Salary, and Payroll. Recurring Payments include items such as bonuses, commissions, and performance-based payments. Other Compensation includes items such as allowances, reimbursements, and vacation pay. Salary is the base pay for an employee. Payroll includes items such as taxes, deductions, and contributions.

### **NEW QUESTION: 10**

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?

- A. Manage and update goals
- B. Communicate the progress of their goal for the Manager to update
- C. Create new career goals
- D. Share goals with colleagues

**Answer: ([SHOW ANSWER](#))**

### Explanation

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.

### **NEW QUESTION: 11**

As an HR Manager, you created a process where Managers play a crucial role in monitoring an employee's goals throughout the year. However, employees have the capability to create new goals for themselves during every review period. With employees being able to create and manage their own goals and still having the involvement of their Manager, what would be the next step after an employee sets their own career goals?

- A. It gets added to their profile to start managing.
- B. HR reviews and approves their career goals.
- C. It is sent to their Manager for approval.
- D. The Manager sets up a call with the employee to go over the goal.

**Answer: D (LEAVE A REPLY)**

### Explanation

This is important because it allows for the Manager to gain a better understanding of the goal and to provide support and guidance to the employee. Having the Manager involved in the process also helps to ensure that the goal is realistic and achievable.

### **NEW QUESTION: 12**

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

- A. Rewards Specialist
- B. HR Specialist
- C. Line Manager
- D. System Administrator

**Answer: B,C (LEAVE A REPLY)**

### Explanation

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.

### **NEW QUESTION: 13**

Which is the first critical path of payroll processing?

- A. Calculate Payroll

- B. Archive Periodic Payroll Results
- C. Electronic Funds Transfer (EFT) Process
- D. Calculate Prepayments

**Answer: A (LEAVE A REPLY)**

Explanation

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.

#### **NEW QUESTION: 14**

What is the purpose of extending a job offer?

- A. Change the targeted start date
- B. Increase the expiration date of the offer
- C. Add more details to the offer
- D. Send the offer to the candidate

**Answer: D (LEAVE A REPLY)**

Explanation

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.

#### **NEW QUESTION: 15**

What are the three ways by which a new employee can be added to the HR system?

- A. Add Pending Worker
- B. Hire Employee
- C. Mass Upload Employees
- D. Convert Pending Worker
- E. Employee Self Register

**Answer: B,C,E (LEAVE A REPLY)**

Explanation

The three ways to add a new employee to the HR system are to hire the employee through the Hire Employee process, to mass upload multiple employees through the Mass Upload Employees process, and to allow the employee to self-register through the Employee Self Register process. The Add Pending Worker and Convert Pending Worker processes are used to add existing pending workers to the system, not to add new employees.

#### **NEW QUESTION: 16**

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

- A. Derived Factor
- B. Eligibility Profile
- C. Option
- D. Program
- E. Plan Type
- F. Plan

**Answer: (SHOW ANSWER)**

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.

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**NEW QUESTION: 17**

Your organization has a point of sale system that tracks the time that their store employees work. What two options could you use to the employee's time into element entry?

- A. HCM Data Loader
- B. SQL loader
- C. Payroll Batch Loader
- D. HCM Spreadsheet Data Loader

**Answer: (SHOW ANSWER)**

Explanation

HCM Data Loader and HCM Spreadsheet Data Loader are the two options you can use to enter employee time into element entry. HCM Data Loader is a powerful tool that enables you to quickly and accurately load data into Oracle Human Capital Management (HCM) from any source system. It supports the loading of data into element entry. HCM Spreadsheet Data Loader is a tool that enables you to quickly and accurately load data

into Oracle Human Capital Management (HCM) from Microsoft Excel spreadsheets. It supports the loading of data into element entry.

**NEW QUESTION: 18**

The payroll manager wants to know what are the three different ways that an element entry can be updated.

- A. Payroll Batch Loader
- B. Automatically
- C. HCM Data Loader or HCM Spreadsheet Data Loader
- D. Manually

**Answer: D ([LEAVE A REPLY](#))**

Explanation

An element entry can be updated manually by a payroll manager using the Manage Element Entries task in Oracle HCM Cloud. This task allows a payroll manager to enter, update, or delete element entries for a particular employee. Additionally, element entries can also be updated using the Payroll Batch Loader, HCM Data Loader, or HCM Spreadsheet Data Loader, but these methods are not manual. Reference: Oracle HCM Business Process Foundations Associate Rel 1, page 119.

**NEW QUESTION: 19**

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?

- A. Sourcing
- B. Screening
- C. Hiring
- D. Scoping
- E. Selecting

**Answer: ([SHOW ANSWER](#))**

Explanation

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.

**NEW QUESTION: 20**

Which report is used to monitor absence trends and analyses?

- A. Leave Time & Balances Report
- B. Absence Monitoring Report
- C. Absence Trends Report

#### D. Employee Absence Analyses

**Answer: C (LEAVE A REPLY)**

Explanation

The Absence Trends Report is used to monitor absence trends and analyses. This report provides details about employee absences, including the type of absence, duration of the absence, and the reason for the absence. The report also provides a summary of the total number of absences and the average number of days absent for each employee. This report can be used to identify any patterns or trends in employee absences and to help managers better understand their employees' absence patterns.

#### NEW QUESTION: 21

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?

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

**Answer: C (LEAVE A REPLY)**

Explanation

According to Oracle HCM Business Process Foundations Associate Rel 1, the order in which columns appear in the budget worksheet can be changed by dragging the columns to appear in the order that you want them.

This can be done by selecting the column header and then dragging it to the desired position.

#### NEW QUESTION: 22

Which part of Work Life does Mentorship fall under?

- A. Wellness
- B. Personal Brand
- C. Social Reputation
- D. Volunteering

**Answer: A (LEAVE A REPLY)**

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.

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