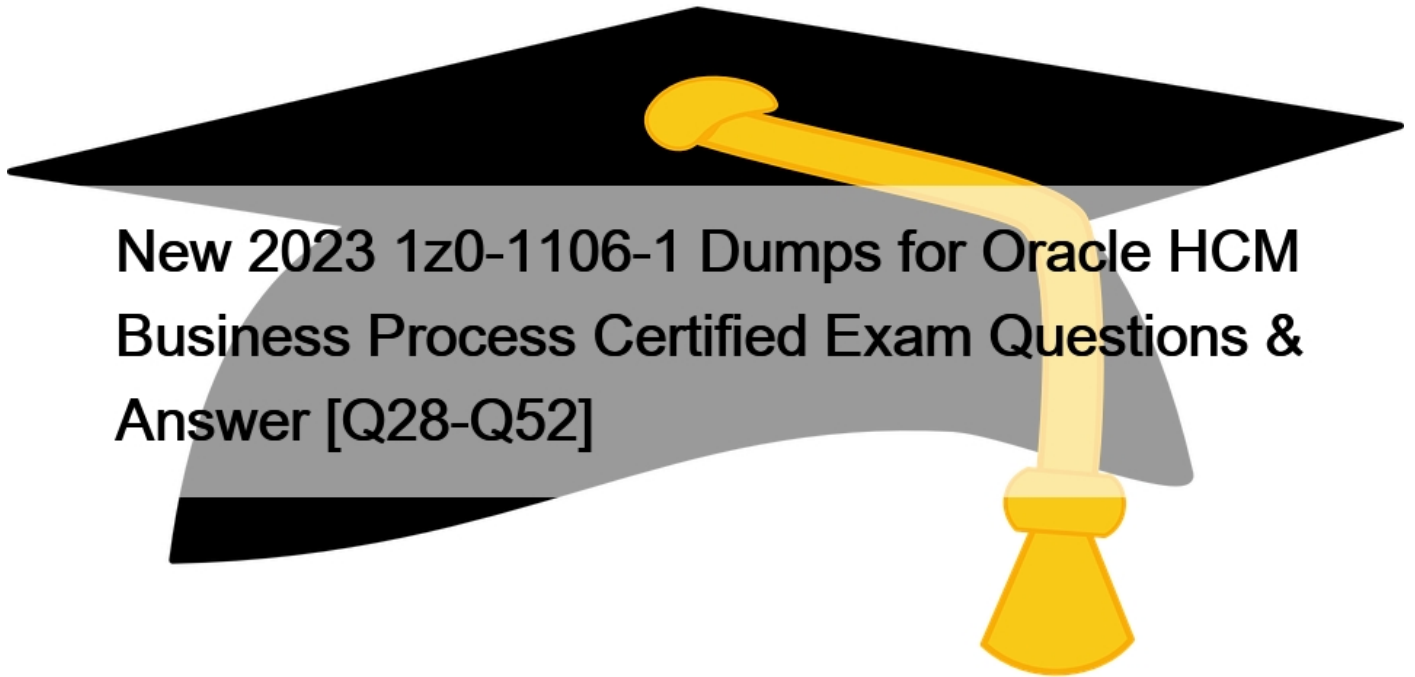


New 2023 1z0-1106-1 Dumps for Oracle HCM Business Process Certified Exam Questions & Answer [Q28-Q52]



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NO.28 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

NO.29 Which type of absence plan is used to track earned compensatory time that can be used for time off, such as overtime that is paid in days or hours off?

- * Agreement Plan
- * Qualification Plan
- * Accrual Plan
- * Compensatory Plan

Explanation

A Compensatory Plan is used to track earned compensatory time that can be used for time off, such as overtime that is paid in days

or hours off. An Agreement Plan is used to track absences that are based on an agreement between an employee and their manager. A Qualification Plan is used to track absences related to qualifying events such as maternity or military leave. An Accrual Plan is used to track absences related to leave that accrues over time, such as vacation or sick leave.

NO.30 A part from being manually added into the system, where else might Pending Workers come from?

- * Talent Management Processing
- * Compensation Processing
- * Pending Worker Self Register
- * 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.31 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

NO.32 Which module within HCM is used to process the benefits selected by the employee, which will ultimately affect the employee's Net Pay?

- * Benefits
- * Human Resources
- * Payroll
- * Compensation

Explanation

The Benefits module within HCM is used to process the benefits selected by the employee, which will ultimately affect the employee's net pay. Once an employee makes their benefit election, rates will be passed to payroll, and those rates will be used to calculate the employee's net pay.

NO.33 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?

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

after an employee sets their own career goals, they can share them with their manager and request approval. The manager can then review the goals and either approve or reject them. The employee can also align their goals with organizational or departmental goals to show how they contribute to the overall strategy.

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

NO.34 A Manager created several goals for the Customer Success department and learned that she has several new hires that will

need to have these goals added to their talent profile as well. At what stage in the Goal Management process are goals assigned to a new hire?

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

Goals are assigned to a new hire after the applicant life cycle. This is done to ensure that the new hire is aware of the goals they need to accomplish and that they have the necessary resources to do so. Goals can be assigned to a new hire either manually or automatically, depending on the organization's goal management process.

<https://docs.oracle.com/en/cloud/saas/talent-management/21d/faugm/goal-plans.html>

NO.35 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.36 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

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.

NO.37 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?

- * Last time there was a promotion/salary increase
- * Potential assessment
- * Risk of loss assessment
- * Location of employees

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.

NO.38 The payroll manager wants to know what are the three different ways that an element entry can be updated.

- * Payroll Batch Loader

- * Automatically
 - * HCM Data Loader or HCM Spreadsheet Data Loader
 - * Manually
- https://support.oracle.com/knowledge/Oracle%20E-Business%20Suite/1378641_1.html

NO.39 What terminology is used to label people who were referred for a job requisition or added to a job requisition but who haven't yet completed their job application?

- * Applicant
- * Referred
- * Prospect
- * Candidate

Explanation

According to Oracle HCM Business Process Foundations Associate Rel 1 official book, a person who is referred for a job requisition or added to a job requisition is known as a Candidate. Once the person has completed their job application and it is approved by the hiring manager, they are then considered an Applicant.

NO.40 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/>

NO.41 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.42 Your company wants to have the ability to use budgets as part of workforce compensation to restrict the managers from allocating more compensation than they have been allocated. How many budget pulls can be tied to a compensation component in a workforce compensation plan?

- * 1
- * 5
- * 3
- * 2
- * 4

You can have up to four budget pools tied to a compensation component in a workforce compensation plan.

<https://docs.oracle.com/en/cloud/saas/human-resources/23a/faiwc/budget-pools-and-compensation-components.html>

NO.43 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

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.

NO.44 Which of the following is a step in the Employee Separation process?

- * Update Benefit Options
- * Finalize Compensation Payout
- * Reconcile Absence Records
- * Transfer Employee

Workforce Management is a fully integrated HR solution that links time, labor, and leave management with payroll, financial, and personnel data.

Employee Separation process is to reconcile absence records, which would involve managing the leave balance and entitlements of the departing employee.

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

NO.45 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

Explanation

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.

NO.46 Which tool can be used to match candidates to requisitions, based on their skills and qualifications?

- * Match Candidates
- * Resume Matching
- * Adaptive Intelligence
- * Find Best Fit

Explanation

According to Oracle HCM Business Process Foundations Associate Rel 1, Resume Matching is a tool that can be used to match candidates to requisitions, based on their skills and qualifications. This can be done manually or through automated systems, and can save recruiters time and effort by quickly identifying the best-suited candidates for the job.

NO.47 Which is the first critical path of payroll processing?

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

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.

NO.48 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.49 Which are the two elements that make up the Hire to Retire process?

- * Managing the employee's life cycle
- * Managing the employee's talent profiles
- * Managing the employee's benefits and compensation
- * Adding new hires

The Hire to Retire process involves managing the employee's life cycle from when they are hired to when they retire from the organization. This includes activities such as adding new hires, managing the employee's talent profiles, and managing the employee's benefits and compensation.

<https://blogs.oracle.com/oraclehcm/post/hire-to-retire-rethinking-hr-with-oracle-hcm-cloud>

NO.50 Which report is used to monitor absence trends and analyses?

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

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.

NO.51 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

Explanation

According to the Oracle HCM Business Process Foundations Associate Rel 1 official book, Administrators can add goals to an employee's development plan. This means that only an Administrator can add goals to an employee's development plan besides the employee and their manager.

NO.52 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.

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