



Free Questions for 1Z0-1106-2 by certscare

Shared by Giles on 24-05-2024

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Question 1

Question Type: MultipleChoice

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?

Options:

- A- Compensation
- B- Healthcare coverage
- C- Career Preferences
- D- Degrees

Answer:

C

Explanation:

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>

Question 2

Question Type: MultipleChoice

The employee's career development is crucial to your organization as it's a way to retain your top-performing employees at your company. You would like for the Manager and employee to be in communication on this topic on a quarterly basis and be aware of what open roles within the company their direct reports would be a strong fit for. In order to put actions into conversations when it comes to the development of an employee, what employee information do Managers have access to?

Options:

A- Goals

B- Performance evaluation

C- The employee's career preference statement

D- Roles of interest

Answer:

D

Question 3

Question Type: MultipleChoice

Which are the two elements that make up the Hire to Retire process?

Options:

A- Managing the employee's life cycle

B- Managing the employee's talent profiles

C- Managing the employee's benefits and compensation

D- Adding new hires

Answer:

A, D

Explanation:

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>

Question 4

Question Type: MultipleChoice

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?

Options:

- A- An Administrator
- B- An IT Specialist
- C- An HR Specialist
- D- An Implementer

Answer:

C

Explanation:

This role is able to add goals to an employee's development plan². An Administrator, an IT Specialist and an Implementer are not related to employee development plans.

Question 5

Question Type: MultipleChoice

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?

Options:

- 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:

D

Explanation:

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/>

Question 6

Question Type: MultipleChoice

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?

Options:

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

Answer:

B, C, E

Explanation:

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

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