



**Free Questions for 1Z0-1106-2 by vceexamstest**

**Shared by Lang on 22-07-2024**

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# Question 1

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**Question Type:** MultipleChoice

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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?

## Options:

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- A- Their manager
- B- Their HR Business Partner
- C- Remains in their talent profile
- D- Their colleague to request peer feedback

## Answer:

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A

## Explanation:

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According to1, 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 approval1.

## Question 2

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**Question Type: MultipleChoice**

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An HR Administrator has designed the performance evaluation process to suit the competencies tied to an employee role. The administrator also designed the ability to rate how an employee progressed throughout the year to show areas where they have improved. The performance evaluation is designed in such a way that employees can rate their competencies. Other than this information, what criteria is required?

### Options:

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**A-** Skills

**B-** Job Role

C- Goals

D- Communication Style

**Answer:**

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C

**Explanation:**

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Goals provide a framework for employees to focus on achieving targets that align with the company's objectives. The performance evaluation process should be tied to the employee's goals, and the goals should be specific, measurable, achievable, relevant, and time-bound. By aligning the performance evaluation process with the employee's goals, the administrator can measure the progress of the employee, identify areas where the employee needs improvement, and provide feedback to help the employee achieve their goals.

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

## Question 3

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**Question Type:** MultipleChoice

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Once a manager arrives on the compensation landing page, what controls the number of plans that the manager has access to allocate compensation?

**Options:**

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- A- All active plans for the current year
- B- Based on the plans that the Line Manager has employees eligible for
- C- Based on a Compensation Manager granting a Line Manager access to the plans
- D- Based on whether the manager is eligible for the plan

**Answer:**

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C

**Explanation:**

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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>

## Question 4

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**Question Type:** MultipleChoice

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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?

### Options:

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- A- Worker Hire Dates
- B- Manager feedback
- C- Worker salaries
- D- Meeting Review Content

### Answer:

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D

### Explanation:

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According to Oracle HCM documentation<sup>1</sup>, one of the main aspects you will need to create a successful Talent Review meeting is meeting review content.

Meeting review content includes:

The talent review dashboard, which displays various charts and graphs that help you assess the talent pool and identify talent risks and opportunities<sup>2</sup>.

The notes and tasks that you can create and assign during the meeting preparation or facilitation to capture feedback, action items, and follow-up activities<sup>1</sup>.

The goals and performance ratings of the individuals being reviewed, which help you evaluate their current achievements and potential<sup>3</sup>.

The succession plans and candidates for key positions, which help you develop a leadership pipeline and mitigate talent gaps<sup>4</sup>.

<https://docs.oracle.com/en/cloud/saas/talent-management/21d/fautr/talent-review-meetings-conducting.html>

## Question 5

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**Question Type: MultipleChoice**

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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?

**Options:**

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- A- Applicant
- B- Referred
- C- Prospect
- D- Candidate

**Answer:**

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C

**Explanation:**

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A prospect is someone who has expressed interest in a job requisition but has not yet applied. A prospect can be referred by an employee, added by a recruiter, or invited by a hiring manager. A prospect can also be someone who has created a profile on a career site but has not yet submitted an application. A prospect can become an applicant by completing and submitting an application for a job requisition.

<https://docs.oracle.com/en/cloud/saas/talent-management/22c/faush/job-requisition-phases-and-states.html>

## Question 6

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**Question Type: MultipleChoice**

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

**Options:**

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

**Answer:**

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B, C

**Explanation:**

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

## Question 7

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**Question Type:** MultipleChoice

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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?

**Options:**

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

**Answer:**

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C

**Explanation:**

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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>

## Question 8

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**Question Type:** MultipleChoice

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Your company has determined that new life events need to be added to the system and wants to restrict their organizational use. What level can life events be restricted by?

### Options:

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- A- Legislative Data Group
- B- Legal Entity
- C- Job

D- Department

**Answer:**

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A

**Explanation:**

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According to Oracle documentation<sup>1</sup>, life event rules can be established according to the practices established by the organization<sup>1</sup>. One of the ways to control whether an employee can automatically update the HR database is by using legislative data groups as a restriction level for life events<sup>2</sup>.

[https://docs.oracle.com/cd/E13053\\_01/hr9pbr1\\_website\\_master/eng/psbooks/hebn/htm/hebn06.htm](https://docs.oracle.com/cd/E13053_01/hr9pbr1_website_master/eng/psbooks/hebn/htm/hebn06.htm)

## Question 9

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**Question Type:** MultipleChoice

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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?

**Options:**

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- B- Their HR Business Partner
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- D- Their colleague to request peer feedback

**Answer:**

---

A

**Explanation:**

---

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.

## Question 10

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**Question Type: MultipleChoice**

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Apart from being manually added into the system, where else might Pending Workers come from?

**Options:**

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- A- Talent Management Processing
- B- Pending Worker Self Register
- C- Compensation Processing
- D- Recruiting

**Answer:**

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B

**Explanation:**

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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.

[https://www.oracle.com/webfolder/technetwork/tutorials/obe/fusionapps/HCM/WorkerRestAPI\\_CreateWorker/html/index.html](https://www.oracle.com/webfolder/technetwork/tutorials/obe/fusionapps/HCM/WorkerRestAPI_CreateWorker/html/index.html)

# Question 11

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**Question Type:** MultipleChoice

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What is the purpose of extending a job offer?

**Options:**

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- 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:**

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D

**Explanation:**

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



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