



Free Questions for 1z0-1107-2 by certsdeals

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Question 1

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:

Apart from an employee and manager, another role that is able to add goals to an employee's development plan is an HR specialist, which is a type of user that has access to the HR Specialist role in Oracle HCM Cloud. An HR specialist can add goals to an employee's development plan from the Manage Development Goals page, where they can select the employee and the goal plan, and then create new goals or copy existing goals from other sources. An administrator, an IT specialist, and an implementer are not roles that are able to add goals to an employee's development plan, because they do not have access to the HR Specialist role or the Manage Development Goals page in Oracle HCM Cloud. Reference: [Oracle Global Human Resources Cloud User Guide], Oracle Global Human Resources Cloud User Guide

Question 2

Question Type: MultipleChoice

Which are the two elements that make up the Hire to Retire process? (Choose two.)

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 two elements that make up the Hire to Retire process are managing the employee's life cycle and adding new hires. Managing the employee's life cycle involves handling all the events and changes that occur during an employee's tenure in the organization, such as transfers, promotions, terminations, leaves of absence, etc. Adding new hires involves creating person records and work relationships for new employees or contingent workers who join the organization. Managing the employee's talent profiles, managing the employee's benefits and compensation are not elements that make up the Hire to Retire process, but rather processes that fall under other business functions such as talent management or compensation management. Reference: Oracle Global Human Resources Cloud User Guide, Oracle Global Human Resources Cloud User Guide, Oracle Global Human Resources Cloud User Guide

Question 3

Question Type: MultipleChoice

The employee's career development is crucial to your organization as it's a way to retain your topperforming 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

Explanation:

The employee information that managers have access to when it comes to the development of an employee is roles of interest, which are the roles that the employee has expressed interest in pursuing as part of their career aspirations. Managers can view the roles of interest for each of their direct reports from the Career Planning page, where they can also see the fit score and gap analysis for each role based on the employee's skills and qualifications. Managers can use this information to guide their employees in finding suitable learning opportunities and career paths within the organization. Goals, performance evaluation, and the employee's career preference statement are not employee information that managers have access to when it comes to the development of an employee, but rather information that managers can use for other purposes such as performance management or goal management. Reference: Oracle

Question 4

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 would go to Career Preferences to make updates to their Talent Profile in the areas of their skills, qualifications, competencies, and accomplishments. Career Preferences is a section within the Talent Profile that allows employees to specify their career goals, interests, mobility preferences, and readiness for new opportunities. It also enables employees to showcase their skills, qualifications, competencies, and accomplishments that are relevant for their current or desired roles. Reference:Oracle Financials Business Process Foundations Associate Rel 2, page 19-20.

Question 5

Question Type: MultipleChoice

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:

- A) Skills
- B) Job Role
- C) Goals
- D) Communication Style

Answer:

C

Explanation:

Apart from competencies, another criteria that is required for the performance evaluation process is goals, which are the specific, measurable, achievable, relevant, and time-bound objectives that the employee sets and works towards during the performance period. Goals are an essential part of the performance evaluation process, because they help align the employee's work with the organization's strategy and vision, as well as measure the employee's progress and achievements. Skills, job role, and communication style are not criteria that are required for the performance evaluation process, but rather information that can be used for other purposes such as talent management or career development. Reference:Oracle Performance Management Cloud User Guide,Oracle Performance Management Cloud User Guide

Question 6

Question Type: MultipleChoice

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:

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

Answer:

B

Explanation:

The next role that the employee's performance self-evaluation will go to after they complete it is their HR business partner, which is a type of user that has access to the HR Business Partner role in Oracle HCM Cloud. The HR business partner can review and approve the employee's performance self-evaluation from the Manage Performance Evaluations page, where they can also view and edit the performance document, add comments, and attach documents. Their manager, their talent profile, and their colleague are not roles that

the employee's performance self-evaluation will go to after they complete it, but rather roles that may be involved in other steps or stages of the performance evaluation process. Their manager can initiate and finalize the performance evaluation for the employee, as well as provide feedback and ratings. Their talent profile can store and display the employee's performance ratings and achievements, as well as their skills, qualifications, competencies, and career preferences. Their colleague can provide peer feedback for the employee if requested by the manager or the employee. Reference:Oracle Global Human Resources Cloud User Guide, [Oracle Performance Management Cloud User Guide], [Oracle Performance Management Cloud User Guide], [Oracle Talent Management Cloud User Guide], [Oracle Performance Management Cloud User Guide]

Question 7

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? (Choose three.)

Options:

- A) Time Sheets
- B) Time Cards

- C) Web Clock
- D) Element Entry
- E) Third Party Device

Answer:

A, B, D

Explanation:

The three options that can be used for entering time for Time and Labor to process are time sheets, time cards, and element entry. Time sheets are web-based forms that allow workers to enter their time for one or more days in a week or a month. Time cards are web-based forms that allow workers to enter their time for a single day or a single time entry. Element entry is a process that allows payroll administrators to enter time elements for workers who are not required to report their time through time sheets or time cards. Web clock and third party device are not options that can be used for entering time for Time and Labor to process, but rather sources of time data that can be imported into Time and Labor through integrations or file-based loaders. Reference: [Oracle Time and Labor Cloud User Guide], [Oracle Time and Labor Cloud User Guide], [Oracle Global Payroll Cloud User Guide], [Oracle Time and Labor Cloud Implementation Guide], [Oracle Time and Labor Cloud Implementation Guide]

Question 8

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:

B

Explanation:

The option that employees have for copying a time card is copy other time card, which allows them to copy time entries from another time card that they have access to. Employees can use this option to copy time entries from their own previous time cards or from other workers' time cards if they have been granted the appropriate privileges. Copy same period from last month, copy same period from previous year, and copy previous time card are not options that employees have for copying a time card, but rather features that may be available in other systems or applications. Reference: Oracle Time and Labor Cloud User Guide

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