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# Question 1

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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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Meeting review content is one of the main aspects that a talent manager needs to create for a successful talent review meeting, because it defines the layout and data that will be displayed in the talent review dashboard for each worker. Meeting review content includes performance and potential ratings, talent scores, risk of loss, impact of loss, readiness level, mobility preferences, and other custom attributes that can be configured by the talent manager. Worker hire dates, manager feedback, and worker salaries are not aspects that need to be created by the talent manager, but rather data that can be sourced from the HR system or entered by the participants during the meeting. Reference: [Oracle Talent Management Cloud User Guide], [Oracle Talent Management Cloud Implementation Guide]

## Question 2

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**Question Type: MultipleChoice**

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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?

### Options:

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- 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:**

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A

**Explanation:**

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Employees can manage and update their goals from the My Goals page, where they can edit, delete, or complete their goals, as well as add new goals or subgoals. They can also communicate the progress of their goals to their managers by updating the status, completion percentage, and comments fields. Creating new career goals is not an action that employees can perform when their manager assigns them a goal, but rather a separate process that involves using the Career Development page. Sharing goals with colleagues is not an action that employees can perform from the My Goals page, but rather a feature that requires enabling the Goal Sharing profile option. Reference: [Oracle Goal Management Cloud User Guide], [Oracle Career Development Cloud User Guide], [Oracle Goal Management Cloud Implementation Guide]

## Question 3

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**Question Type:** MultipleChoice

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Once an employee makes their benefit election, rates will be passed to payroll. What rate from benefits enrollment gets sent to payroll?

**Options:**

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- A) Communicated Amount
- B) Defined Amount
- C) No rate gets sent to payroll
- D) Amount

**Answer:**

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C

**Explanation:**

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Benefits enrollment does not send any rate to payroll, because benefits rates are calculated by the benefits engine and stored in the benefits tables, not in the payroll tables. Payroll uses the benefits element entries to determine the deductions and employer contributions for each employee. The communicated amount, defined amount, and amount are all types of benefits rates that are used for different purposes, but none of them are sent to payroll. Reference: [Oracle Benefits Cloud Implementation Guide], [Oracle Payroll Cloud Implementation Guide]

## Question 4

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**Question Type:** MultipleChoice

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

**Options:**

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

**Answer:**

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A

**Explanation:**

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Employees can access their plan balances from the Absence Balance page, which shows the current balance and projected balance for each absence plan they are enrolled in<sup>1</sup>. Absence calculation rules and absence processing rules are not visible to employees, but only to administrators<sup>2</sup>. Balance adjustment requests are not a type of absence-related data, but a type of action that employees can perform to request changes to their plan balances<sup>3</sup>. Reference: Oracle Absence Management Cloud User Guide, Oracle Absence Management Cloud Implementation Guide, Oracle Global Human Resources Cloud User Guide

## Question 5

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**Question Type:** MultipleChoice

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Which statement is true regarding the impact of absences on an employee's net pay?

### Options:

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- A) Absence Management and Payroll are not directly connected.
- B) Some absences will affect the employee's net pay.
- C) No absences will affect the employee's net pay.
- D) All absences will affect the employee's net pay.

### Answer:

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B

### Explanation:

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Some absences will affect the employee's net pay depending on whether they are paid or unpaid absences, and whether they have any impact on the employee's earnings or deductions. For example, a paid sick leave absence will reduce the employee's available sick leave balance and increase their sick leave earnings, while an unpaid leave of absence will reduce the employee's regular earnings and

may affect their benefit eligibility. Absence management and payroll are directly connected through absence elements that are used to transfer absence data to payroll. Not all absences will affect the employee's net pay, because some absences may have no impact on earnings or deductions, such as a paid holiday or a jury duty absence. Reference: [Oracle Absence Management Cloud User Guide], [Oracle Absence Management Cloud Implementation Guide]

## Question 6

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**Question Type:** MultipleChoice

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Which report is used to monitor absence trends and analyses?

### Options:

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- A) Leave Time & Balances Report
- B) Absence Monitoring Report
- C) Absence Trends Report
- D) Employee Absence Analyses

### Answer:

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C

**Explanation:**

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The Absence Trends Report is used to monitor absence trends and analyses by showing various absence metrics such as absence hours, absence days, absence frequency, absence rate, and absence cost for different groups of workers and absence types over a period of time. The Leave Time & Balances Report is used to view the current and projected leave balances for workers enrolled in leave plans. The Absence Monitoring Report is used to track the absences that exceed a specified duration or frequency threshold for workers enrolled in absence plans. The Employee Absence Analyses is not a report, but a subject area that can be used to create custom analyses and dashboards for absence data. Reference: [Oracle Transactional Business Intelligence Enterprise for HCM User Guide], [Oracle Global Human Resources Cloud User Guide], [Oracle Absence Management Cloud User Guide], [Oracle Transactional Business Intelligence Enterprise for HCM User Guide]

## Question 7

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**Question Type:** MultipleChoice

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

**Options:**

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

**Answer:**

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A, B, C

**Explanation:**

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There are three ways by which a new employee can be added to the HR system: add pending worker, hire employee, and mass upload employees. Adding a pending worker is a process that creates a person record with minimal information and assigns a pending worker person type, which can be later converted to an employee or a contingent worker. Hiring an employee is a process that creates a person record with full information and assigns an employee person type, as well as creates a work relationship, assignment, and payroll relationship for the person. Mass uploading employees is a process that uses the HCM Data Loader to import employee data from an external source and create person records with employee person type and other related objects. Converting a pending worker is not a way to add a new employee, but rather a way to change the person type of an existing pending worker to an employee or a contingent worker. Employee self register is not a way to add a new employee, but rather a feature that allows existing employees to update their own personal information. Reference: [Oracle Global Human Resources Cloud User Guide], [Oracle Global Human Resources Cloud User Guide], [Oracle Global Human Resources Cloud User Guide], [Oracle HCM Cloud Data Loader User Guide], [Oracle Global Human Resources Cloud User Guide]

## Question 8

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**Question Type:** MultipleChoice

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What is the name of Oracle's Chatbot?

### Options:

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- A) Oracle Chatbot
- B) Oracle Information
- C) Oracle Digital Assistant
- D) Oracle Help

### Answer:

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C

### Explanation:

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Oracle Digital Assistant is the name of Oracle's chatbot platform that enables users to interact with various applications and services through natural language conversations. Oracle Chatbot, Oracle Information, and Oracle Help are not names of Oracle's chatbot platform, but rather generic terms that do not reflect the capabilities and features of the platform. Reference: [Oracle Digital Assistant User Guide]

## Question 9

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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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D

### **Explanation:**

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Pending workers can come from recruiting, which is a process that involves sourcing, screening, selecting, and hiring candidates for job openings. When a candidate is hired from the recruiting system, they are automatically created as a pending worker in the HR system, and can be later converted to an employee or a contingent worker. Talent management processing, pending worker self register, and compensation processing are not sources of pending workers, but rather processes that involve managing the performance, development, career, and rewards of existing workers . Reference: [Oracle Recruiting Cloud User Guide], [Oracle Recruiting Cloud Implementation Guide], [Oracle Talent Management Cloud User Guide], [Oracle Career Development Cloud User Guide], [Oracle Compensation Cloud Implementation Guide]

## **Question 10**

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**Question Type:** MultipleChoice

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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? (Choose four.)

**Options:**

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

**Answer:**

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A, B, E, F

**Explanation:**

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The compensation history page displays the compensation for employees and managers in four groups: recurring payments, benefits, salary, and payroll<sup>1</sup>. Recurring payments include any regular earnings or deductions that are not part of the base salary, such as allowances, bonuses, commissions, or taxes<sup>2</sup>. Benefits include any employer-provided or employee-elected benefits that have a monetary value, such as health insurance, retirement plans, or stock options<sup>3</sup>. Salary includes the base salary and any salary changes that occurred during the selected period. Payroll includes the payroll results and payslips for each payroll period that the employee was paid in. Other compensation and stock are not groups of compensation history, but rather types of compensation that may fall under one of the four groups. Reference: Oracle Compensation Cloud User Guide, Oracle Global Payroll Cloud User Guide, Oracle Benefits Cloud User Guide, [Oracle Global Human Resources Cloud User Guide], [Oracle Global Payroll Cloud User Guide]

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