



Free Questions for 1Z0-1106-2 by certsinside

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Question 1

Question Type: MultipleChoice

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:

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

Answer:

A

Explanation:

According to Oracle documentation¹, life event rules can be established according to the practices established by the organization¹. 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 events².

https://docs.oracle.com/cd/E13053_01/hr9pbr1_website_master/eng/psbooks/hebn/htm/hebn06.htm

Question 2

Question Type: MultipleChoice

A company is setting up their goal management system and would like to be able to have goals aligned to the employee's performance as well as to the entire company. This ensures that all employees can work toward a common goal. Their IT Manager has confirmed that in Goal Management they are able to manage and track two types of goals. Identify those types of goals.

Options:

- A- Individual and Performance
- B- Individual and Assigned
- C- Individual and Organizational

D- Organizational and Performance

Answer:

C

Explanation:

In Goal Management, organizations are able to set and track two types of goals: individual goals, which are specific to an individual employee, and organizational goals, which are organization-wide goals that all employees should work towards. For example, an individual goal could be to increase sales by a certain percentage, while an organizational goal might be to reduce costs by a certain amount. Reference: Oracle HCM Business Process Foundations Associate Rel 1, Chapter 7 - Goals, page 32.

<https://www.oracle.com/human-capital-management/talent-management/goal-management-datasheet/>

Question 3

Question Type: MultipleChoice

At what stage in the Goal Management process flow are goals assigned to an employee?

Options:

- A- When the performance rating is shared
- B- When the performance document is created
- C- After the employee life cycle
- D- After the applicant life cycle

Answer:

B

Explanation:

https://support.oracle.com/knowledge/Oracle%20Fusion%20Applications/1542019_1.html

Question 4

Question Type: MultipleChoice

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?

Options:

- A- When the performance rating is shared
- B- When the performance document is created
- C- After the employee life cycle
- D- After the applicant life cycle

Answer:

B

Explanation:

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>

Question 5

Question Type: MultipleChoice

You have run a payroll process and when verifying the results, you noticed that a large portion of the population was processed incorrectly. What are two ways you can correct this information?

Options:

- A- Reversal
- B- Exit
- C- Cancel
- D- Rollback

Answer:

A, D

Explanation:

Reversal and Rollback are two ways you can correct information that was processed incorrectly during a payroll process. Reversal enables you to reverse the results of a payroll run for a specific population or for all employees. Rollback allows you to reverse the results for only those employees who were processed incorrectly.

Question 6

Question Type: MultipleChoice

Your organization has a point of sale system that tracks the time that their store employees work. What two options could you use to the employee's time into element entry?

Options:

- A- HCM Data Loader
- B- SQL loader
- C- Payroll Batch Loader
- D- HCM Spreadsheet Data Loader

Answer:

A, C

Explanation:

These are two options that you can use to load employee's time from a point of sale system into element entry in Oracle Payroll.

https://support.oracle.com/knowledge/Oracle%20E-Business%20Suite/1378641_1.html

Question 7

Question Type: MultipleChoice

The payroll manager wants to know what are the three different ways that an element entry can be updated.

Options:

- A-** Payroll Batch Loader
- B-** Automatically
- C-** HCM Data Loader or HCM Spreadsheet Data Loader
- D-** Manually

Answer:

A, C, D

Explanation:

https://support.oracle.com/knowledge/Oracle%20E-Business%20Suite/1378641_1.html

Question 8

Question Type: MultipleChoice

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?

Options:

A- 1

B- 5

C- 3

D- 2

E- 4

Answer:

E

Explanation:

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>

Question 9

Question Type: MultipleChoice

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?

Options:

- A- You cannot change the order in which the columns appear.
- B- Use the default sequence field for each column.
- C- Drag the columns to appear in the order that you want them.
- D- Use the display order for each column.

Answer:

D

Explanation:

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

Question 10

Question Type: MultipleChoice

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?

Options:

- A- Worker-Level budgeting
- B- Plan-Level budgeting
- C- Administrator-Level budgeting
- D- Manager-Level budgeting

Answer:

A

Explanation:

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>

Question 11

Question Type: MultipleChoice

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?

Options:

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

Answer:

C

Explanation:

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>

Question 12

Question Type: MultipleChoice

Which part of the Employee Separation process uses employee data to help with the decisions on recruitment, retention, and employee management?

Options:

- A-** Review Separation Data
- B-** Review Workforce Information

C- Report on Employee Data

D- Analyze Workforce Trends

Answer:

B

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.

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

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