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Question 1

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>

Question 2

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 3

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 4

Question Type: MultipleChoice

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:

- 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:

A

Explanation:

When a Manager assigns a goal to an employee, the employee is able to manage and update the goal as they make progress towards completing it. This includes setting objectives, updating the status of the goal, and adding any additional information or resources that may be needed. The employee also has the ability to share the goal with their colleagues, take part in discussions about the goal, and track their progress. Additionally, employees are able to create new career goals and communicate their progress to their Manager to ensure the goal is updated in the system.

<https://docs.oracle.com/en/cloud/saas/talent-management/22c/faugm/approval-process-for-performance-goals.html>

Question 5

Question Type: MultipleChoice

An employee just got requested to be a mentor and is excited for the opportunity. The employee looks up the mentee's talent profile but does not know how to begin establishing a relationship with her mentee. The employee has decided to reach out to the HR Business partner, and was informed that she can do one of the following. What did the HR Business partner ask the employee to do?

Options:

- A- Review and complete the Mentoring plan.
- B- Set up regular calls with the mentee.
- C- Schedule a call with the mentee's manager.
- D- Schedule time with the HR Business Partner to design a plan.

Answer:

A

Explanation:

A mentoring plan is a set of goals and tasks that a mentor and a mentee agree to work on during their mentoring relationship.

<https://docs.oracle.com/en/cloud/saas/human-resources/23a/faurm/mentoring-plans.html>

Question 6

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 7

Question Type: MultipleChoice

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:

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



Answer:

C

Explanation:

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

Question Type: MultipleChoice

When creating absence plan eligibility, what do you need to base it on, if the value changes over time, such as Length of Service and Age?

Options:

- A- Formula
- B- Derived Factor
- C- Personal Attributes
- D- Employment Attributes

Answer:

B

Explanation:

Derived Factors are used in absence plan eligibility when the value changes over time. According to the Oracle Human Resources Cloud documentation, Derived Factors are used to calculate the value of an attribute, such as Length of Service or Age, based on information that is stored in the system (e.g. hire date). The link you provided gives a detailed explanation of how Derived Factors are used in absence plan eligibility.

<https://docs.oracle.com/en/cloud/saas/human-resources/23a/faiam/how-you-configure-eligibility-for-absence-plans.html>



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