



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

**Shared by Taylor on 29-01-2024**

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# Question 1

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**Question Type:** MultipleChoice

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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:

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- 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:

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A

## Explanation:

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amentoring planis 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 2

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**Question Type:** MultipleChoice

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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:

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

### Answer:

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B

### **Explanation:**

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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>

## **Question 3**

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**Question Type:** MultipleChoice

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Which type of absence plan is used to track earned compensatory time that can be used for time off, such as overtime that is paid in days or hours off?

**Options:**

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- A- Agreement Plan
- B- Qualification Plan
- C- Accrual Plan
- D- Compensatory Plan

**Answer:**

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C

**Explanation:**

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<https://docs.oracle.com/en/cloud/saas/human-resources/22b/faiam/types-of-absence-plans.html>

## Question 4

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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 5

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**Question Type: MultipleChoice**

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A Manager has been invited to be a participant for a Talent Review Meeting for the team. The Manager needs to start to prepare the date for the Talent Review meeting. What data is needed when it comes to preparing and conducting a Talent Review meeting?

**Options:**

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- A- Last time there was a promotion/salary increase
- B- Potential assessment
- C- Risk of loss assessment
- D- Location of employees

**Answer:**

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B

**Explanation:**

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A potential assessment is needed to help the Manager understand the strengths and weaknesses of their team members, and to identify areas where they can help them grow. Other data that may be needed when preparing and conducting a Talent Review meeting includes Last time there was a promotion/salary increase, Risk of loss assessment and Location of employees.

## Question 6

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**Question Type:** MultipleChoice

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An HR Specialist has been tasked with creating a Talent Review template. The Specialist understands that a particular department has a high volume of high performers and wants to understand their flight risk. While creating the template, what type of information would be needed on the dashboard?

### Options:

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- A- Succession Plans & Talent Pools
- B- Risk of loss vs. Impact of loss
- C- Talent Score Rating
- D- Potential vs. Performance

### Answer:

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B

### Explanation:

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This will provide the HR Specialist with critical data about the potential for losing high performers and the impact of such a loss, allowing them to make informed decisions about the Talent Review template. Other information that might be needed includes an overview of the department's Talent Score Rating, Potential vs. Performance, Succession Plans and Talent Pools.

<https://docs.oracle.com/en/cloud/saas/talent-management/21d/fatrs/talent-review-templates.html>

## Question 7

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**Question Type:** MultipleChoice

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Which one of the following terms describes when an employee decides which benefit options they wish to select from a plan?

**Options:**

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- A- Options
- B- Selections
- C- Election
- D- Enrollment

**Answer:**

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C

**Explanation:**

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An election is when an employee decides which benefit options they wish to select from a plan.

<https://www.aihr.com/blog/types-of-employee-benefits/>

## Question 8

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**Question Type: MultipleChoice**

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Which module within HCM is used to process the benefits selected by the employee, which will ultimately affect the employee's Net Pay?

**Options:**

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**A-** Benefits

**B-** Human Resources

**C-** Payroll

**D-** Compensation

**Answer:**

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C

**Explanation:**

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According to Oracle HCM documentation<sup>12</sup>, Payroll is the module within HCM that is used to process the benefits selected by the employee, which will ultimately affect the employee's net pay.

Payroll is a system that calculates and distributes payments and deductions for employees based on their compensation and benefits. Payroll also handles tax reporting, third party payments, net-to-gross processing, and other payroll-related functions<sup>12</sup>

[https://docs.oracle.com/cd/E18727\\_01/doc.121/e13533/T4895T4900.htm](https://docs.oracle.com/cd/E18727_01/doc.121/e13533/T4895T4900.htm)

## Question 9

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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 10

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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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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 11

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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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A

**Explanation:**

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Once an employee makes their benefit election, the communicated amount from the benefits enrollment process is sent to payroll. This communicated amount is the rate associated with the employee's benefit election and is used to calculate the deductions for the benefit. This rate is sent to payroll along with the relevant information about the employee's benefit election, so that the payroll system can accurately calculate the deductions for the benefit.

[According to Oracle HCM documentation<sup>1</sup>](#), communicated amount is the amount that the participant is told to expect for their contribution or distribution. It may be different from the defined amount, which is the amount that is defined for the rate<sup>2</sup>.

According to Oracle Support<sup>3</sup>, communicated rate is defined as per pay period with element frequency rules and it should be calculated properly in Benefits Self Service > Rates > Communicated Amount.

[https://docs.oracle.com/cd/F13810\\_02/hcm92pbr29/eng/hcm/hbbn/task\\_SettingUpBenefitRates-6e7f4e.html](https://docs.oracle.com/cd/F13810_02/hcm92pbr29/eng/hcm/hbbn/task_SettingUpBenefitRates-6e7f4e.html)

## Question 12

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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 absence-related data, such as plan balances, through their self-service portal or by exploring other reporting and analytics tools. This data includes the balances of their absence plans, such as vacation and sick days, which allows employees to know how much time they can take off. Employees can also review and add absences, as well as adjust their plan balances via balance adjustment requests. Additionally, employees can review the absence calculation and processing rules that have been set up for their organization.

[According to Oracle HCM documentation<sup>1</sup>](#), plan balances are the remaining balance on a worker's absence plan enrollments, along with summary-level or detailed information on all transactions that have impacted the balance on the plan.

[An employee can access their plan balances by using the Plan Balances REST Endpoints<sup>23</sup>](#) which allow them to view, update, and delete their plan balance records.

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