Question 1

Apart from being manually added into the system, where else might Pending Workers come from?

Options:

A- Talent Management Processing

B- Pending Worker Self Register

C- Compensation Processing

D- Recruiting

Answer:

B

Explanation:

The Pending Worker Self Register process allows workers to register themselves as pending workers in the system. This is done through the use of self-registration forms that are sent to applicants or other potential workers. When the form is completed and

returned, Oracle HCM processes the information to create a pending worker record. This allows the workers to have access to the system and complete the onboarding process without the intervention of an HR representative.

https://www.oracle.com/webfolder/technetwork/tutorials/obe/fusionapps/HCM/WorkerRestAPI_CreateWorker/html/index.html

Question 2

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

Options:

A- Add Pending Worker

B- Hire Employee

C- Mass Upload Employees

D- Convert Pending Worker

E- Employee Self Register

Answer:

A, B, D

Explanation:

According to one of the web search results1, there are three ways by which a new employee can be added to the HR system:Add Pending Worker,Hire Employee, andConvert Pending Worker.

Question 3

Question Type: MultipleChoice

Which report is used to monitor absence trends and analyses?

Options:

A- Leave Time & Balances Report

B- Absence Monitoring Report

C- Absence Trends Report

D- Employee Absence Analyses

Answer:

B

Explanation:

https://docs.oracle.com/cd/E18727_01/doc.121/e13544/T231404T232576.htm

Question 4

Question Type: **MultipleChoice**

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

Options:

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:

B

Explanation:

Absence Management and Payroll are connected in that certain absences can result in deductions to the employee's net pay. For example, if an employee is absent due to vacation or sick leave, their pay may be reduced to reflect the days they were not at work. On the other hand, some absences, such as jury duty or bereavement leave, do not affect the employee's net pay.

This is because some absences are paid and some are unpaid, depending on the type of absence and the employee's contract. For example, sick leave or vacation leave might be paid, while personal leave or unauthorized absence might be unpaid.

https://mylearn.oracle.com/exam/oracle-hcm-business-process-foundations-associate-rel-1/44447/106279/160766

Question 5

Which is the first critical path of payroll processing?

Options:

A- Calculate Payroll

B- Archive Periodic Payroll Results

C- Electronic Funds Transfer (EFT) Process

D- Calculate Prepayments

Answer:

A

Explanation:

The first critical path of payroll processing is to calculate payroll. This involves calculating wages, deductions, and taxes for all employees in the system, taking into account any payroll rules, policies, or other regulations. After calculating payroll, the results can then be archived, payments can be made via Electronic Funds Transfer (EFT), and any prepayments can be calculated.

https://www.oracle.com/human-capital-management/payroll/

Question 6

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?

Options:

A- Recurring Payments

B- Benefits

C- Other Compensation

D- Stock

E- Salary

F- Payroll

Answer:

A, C, D, E

Explanation:

According to Oracle's documentation1, the four groups of compensation history that will be displayed are:

Salary: This group includes base salary changes that were applied to the worker, such as promotions, transfers, or adjustments.

Recurring Payments: This group includes recurring payments that were applied to the worker, such as allowances, bonuses, commissions, or overtime.

Other Compensation: This group includes variable cash and non-cash compensation that were applied to the worker, such as awards, gifts, incentives, or recognition.

Stock: This group includes stock option grants that were applied to the worker.

Question 7

Question Type: MultipleChoice

Which part of Work Life does Mentorship fall under?

Options:

A- Wellness

B- Personal Brand

C- Social Reputation

D- Volunteering

Answer:

B

Explanation:

Work Life Solutions is a module within Oracle HCM Cloud that helps employees manage their personal and professional lives. Work Life Solutions includes features such as wellness, personal brand, social reputation, volunteering, and mentorship. Mentorship is a feature that enables employees to find mentors or mentees within the organization based on their skills, interests, and goals. Mentorship helps employees develop their careers and learn from others.

https://mylearn.oracle.com/ou/learning-path/oracle-hcm-cloud-worklife-solutions/90586/

Question 8

Question Type: MultipleChoice

What is the name of Oracle's Chatbot?

Options:

A- Oracle Chatbot

B- Oracle Information

C- Oracle Digital Assistant

D- Oracle Help

Answer:

C

Explanation:

According to the Oracle HCM Business Process Foundations Associate Rel 1 official book, Oracle Digital Assistant is the name of Oracle's chatbot. Oracle Digital Assistant is a conversational AI platform that enables companies to build and deploy AI-driven chatbots. It provides a single, unified platform for building, managing, and deploying chatbots across multiple channels such as web, mobile, and social media. Oracle Digital Assistant also provides a range of features such as natural language processing, machine learning, and analytics to improve the accuracy of the conversations.l

https://www.oracle.com/chatbots/

Question 9

What terminology is used to label people who were referred for a job requisition or added to a job requisition but who haven't yet completed their job application?

Options:

A- Applicant

B- Referred

C- Prospect

D- Candidate

Answer:

C

Explanation:

A prospect is someone who has expressed interest in a job requisition but has not yet applied. A prospect can be referred by an employee, added by a recruiter, or invited by a hiring manager. A prospect can also be someone who has created a profile on a career site but has not yet submitted an application. A prospect can become an applicant by completing and submitting an application for a job requisition.

https://docs.oracle.com/en/cloud/saas/talent-management/22c/faush/job-requisition-phases-and-states.html

Question 10

Question Type: MultipleChoice

What terminology is used within Oracle HCM Cloud to describe the phases and states that a candidate goes through within the hiring process?

Options:

A- Candidate Selection Workflow

B- Candidate Selection Process

C- Candidate Hiring Process

D- Candidate Hiring Workflow

Answer:

A

Explanation:

A candidate selection workflow defines the steps that a candidate must complete before being hired. Each step can have one or more statuses that indicate the progress of the candidate. For example, a step called Interview can have statuses such as Scheduled, Completed, Passed, Failed, etc. A candidate selection workflow can be customized for different job requisitions and can include steps such as screening, assessment, offer, background check, etc.

https://docs.oracle.com/en/cloud/saas/talent-management/21d/faimh/overview-of-recruiting.html

Question 11

Question Type: **MultipleChoice**

The Director of Sales and the Director of Learning Enablement have a meeting to discuss future training needs for the direct reports of the Director of Sales. They notice a desire in this team to have more leadership training. The Director of Learning decides that a learning community on Leadership would be beneficial for the team. What type of learning community does the Director of Learning create to

enable this?

Options:

A- Self-Service

B- Leadership Skills

C- Catalog

D- My Learning

Answer:

B

Explanation:

The Director of Learning creates a learning community on Leadership to provide leadership training for the team of the Director of Sales. In Oracle HCM, a learning community can be created as a collection of learning objects, such as courses, videos, documents, and discussions, that are related to a particular topic. The learning community can be accessed by employees to gain knowledge, share information, and collaborate with others who have a common interest or goal.

https://docs.oracle.com/en/cloud/saas/talent-management/22a/fatul/overview-of-learning-communities.html

Question 12

An employee has created a learning community about graphic designing. She has kept the community open to members. She branded the community and uploaded a video to show how a particular design was created. Members of that learning community have the option to view and comment on the designs that are uploaded. What is another action that members can do to the learning communities they are a part of?

Options:

A- Upload videos

B- Delete the community page

C- Make the community private

D- Invite members from another community to share feedback

Answer:

A

Explanation:

Based on the information I found on Oracle's documentation3, members of a learning community can do several actions, such as:

View and comment on content posted by other members

Upload their own content, such as videos, documents or links

Invite other members to join the community or share feedback

Follow the community to receive notifications about new content or activities

Rate the community and provide feedback