# Oracle Cloud 1Z0-1106-2 Practice Questions

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## Question 1

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 2

Question Type: MultipleChoice

What is the purpose of extending a job offer?

## Options:

A- Change the targeted start date
B- Increase the expiration date of the offer
C- Add more details to the offer
D- Send the offer to the candidate

## Answer:

D

## Explanation:

Extending a job offer is the process of formally offering a position to the applicant. This is typically done in writing, either by email or by sending a job offer letter. The purpose of extending a job offer is to provide the candidate with all the necessary information they need to make an informed decision about whether or not they will accept the position.

https://docs.oracle.com/cd/F13810_02/hcm92pbr29/eng/hcm/herm/task_CreatingJobOffers-e36841.html

# Question 3

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 cansharethem with their manager and requestapproval. The manager can then review the goals and either approve or reject them. The employee can alsoaligntheir 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 4

Question Type: MultipleChoice

The employee's career development is crucial to your organization as it's a way to retain your top-performing employees at your company. You would like for the Manager and employee to be in communication on this topic on a quarterly basis and be aware of what open roles within the company their direct reports would be a strong fit for. In order to put actions into conversations when it comes to the development of an employee, what employee information do Managers have access to?

## Options:

A- Goals
B- Performance evaluation
C- The employee's career preference statement
D- Roles of interest

## Answer:

D

# Question 5

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 6

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/

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# Question 7

Question Type: MultipleChoice

Who are the other main users of the HCM processes, apart from Human Resources Specialists and Line Managers?

## Options:

A- Applicants
B- HCM System Administrators
C- Employees
D- Security Managers

## Answer:

C

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## Explanation:

Oracle Fusion Cloud HCM is a complete cloud solution that connects every human resource process---and every person---across your enterprise. It helps you create a community where people feel valued, heard, and like they belong.

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

## Question 8

Question Type: MultipleChoice

Which tool can be used to match candidates to requisitions, based on their skills and qualifications?

### Options:

A- Match Candidates
B- Resume Matching
C- Adaptive Intelligence
D- Find Best Fit

### Answer:

A

### Explanation:

there are three contexts where candidates and requisitions can be automatically matched:

Matching candidates when posting a requisition

Matching candidates when creating a requisition

Matching requisitions when viewing a candidate file

The tool that can be used to match candidates to requisitions, based on their skills and qualifications, isMatch Candidates.This tool allows you to view a list of candidates who match the criteria of a requisition and rank them by their match score

https://docs.oracle.com/en/cloud/saas/taleo-enterprise/21c/otrcg/c-matchingcandidatesandrequisitionadmin.html

## Question 9

Question Type: MultipleChoice

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

## Options:

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

## Answer:

C

## Explanation:

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 10

Question Type: MultipleChoice

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:

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

## Answer:

B

## Explanation:

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 11

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 12

Question Type: MultipleChoice

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:

A- Succession Plans & Talent Pools
B- Risk of loss vs. Impact of loss

C- Talent Score Rating
D- Potential vs. Performance

## Answer:

B

## Explanation:

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 13

Question Type: MultipleChoice

Which part of the Recruiting Strategy process is all about creating compelling job descriptions and attractive career sites that are attention grabbing as well as informative?

## Options:

A- Sourcing
B- Screening
C- Hiring
D- Scoping
E- Selecting

## Answer:

A

## Explanation:

According to the Oracle HCM Business Process Foundations Associate Rel 1 official book, sourcing is all about creating compelling job descriptions and attractive career sites that are both attention-grabbing and informative. This part of the recruiting process is essential for

attracting high-quality and suitable candidates for the job. The other options (Screening, Hiring, Scoping, and Selecting) are not part of the sourcing process and are related to other stages of the recruiting process.

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

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