

DUMPS ARENA

Oracle HCM Business Process Foundations Associate Rel 1

Oracle 1z0-1106-1

Version Demo

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QUESTION NO: 1

Other than the employee, which two other users can manage absence records on behalf of the employee?

- A. Rewards Specialist
- B. HR Specialist
- C. Line Manager
- D. System Administrator

ANSWER: B C**Explanation:**

According to Oracle HCM Business Process Foundations Associate Rel 1, other than the employee, the HR Specialist and Line Manager can manage the employee's absence records. This includes entering, modifying, and approving absence information.

https://support.oracle.com/knowledge/Oracle%20Fusion%20Applications/1998783_1.html

QUESTION NO: 2

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

- 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 NO: 3

Your organization uses Cloud Time and Labor for processing reported time and needs to know the options for entering time for Time and Labor to process. What are the three options that can be used?

- A. Time Sheets
- B. Time Cards
- C. Web Clock
- D. Element Entry
- E. Third Party Device

ANSWER: B C E

Explanation:

Oracle Business Process training helps you gain a foundation understanding of how end-to-end business process flows are defined, based on Oracle Modern Best Practice, and enabled by Oracle applications and next-generation digital technologies.

https://education.oracle.com/oracle-hcm-cloud-time-and-labor-with-projects/courP_47716764

QUESTION NO: 4

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?

- 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:

QUESTION NO: 5

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?

- 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 NO: 6

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?

- A. Worker Hire Dates
- B. Manager feedback
- C. Worker salaries
- D. Meeting Review Content

ANSWER: D

Explanation:

According to Oracle HCM documentation¹, one of the main aspects you will need to create a successful Talent Review meeting is meeting review content.

Meeting review content includes:

<https://docs.oracle.com/en/cloud/saas/talent-management/21d/fautr/talent-review-meetings-conducting.html>

QUESTION NO: 7

Company XYZ has found it to be efficient for an employee's profile to contain all relevant information from talent to non-talent content items. An employee would like to update their Talent Profile in the areas of their skills, qualifications, competencies, and accomplishments. Where would an employee go to make those updates within their employee talent profile?

- A. Compensation
- B. Healthcare coverage
- C. Career Preferences

D. Degrees**ANSWER: C****Explanation:**

An employee can update their skills, qualifications, competencies, and accomplishments in their Career Preferences section of their talent profile. The Career Preferences section allows employees to add or remove skills, update qualifications, and add competencies and accomplishments that they have acquired. This information can be used for career planning, succession planning, and development opportunities.

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

QUESTION NO: 8

Which are the two elements that make up the Hire to Retire process?

- A. Managing the employee's life cycle
- B. Managing the employee's talent profiles
- C. Managing the employee's benefits and compensation
- D. Adding new hires

ANSWER: A D**Explanation:**

The Hire to Retire process involves managing the employee's life cycle from when they are hired to when they retire from the organization. This includes activities such as adding new hires, managing the employee's talent profiles, and managing the employee's benefits and compensation.

<https://blogs.oracle.com/oraclehcm/post/hire-to-retire-rethinking-hr-with-oracle-hcm-cloud>

QUESTION NO: 9

What is the name of Oracle's Chatbot?

- 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.

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

QUESTION NO: 10

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?

- 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>