

Oracle

1Z0-1106-1 Exam

Oracle HCM Business Process Foundations Associate Rel 1

Questions & Answers

Demo

Version: 4.0

Question: 1

An HR Administrator has designed the performance evaluation process to suit the competencies tied to an employee role. The administrator also designed the ability to rate how an employee progressed throughout the year to show areas where they have improved. The performance evaluation is designed in such a way that employees can rate their competencies. Other than this information, what criteria is required?

- A. Skills
- B. Job Role
- C. Goals
- D. Communication Style

Answer: C

Goals provide a framework for employees to focus on achieving targets that align with the company's objectives. The performance evaluation process should be tied to the employee's goals, and the goals should be specific, measurable, achievable, relevant, and time-bound. By aligning the performance evaluation process with the employee's goals, the administrator can measure the progress of the employee, identify areas where the employee needs improvement, and provide feedback to help the employee achieve their goals.

Question: 2

An organization is designing their performance process flow. They would like to have a simplified process but also want to capture HR, employee, and manager feedback in the evaluation. As a standard practice, it was decided that once an employee completes their performance self-evaluation, it will then go to the next role. Which role is that?

- A. Their manager
- B. Their HR Business Partner
- C. Remains in their talent profile
- D. Their colleague to request peer feedback

Answer: B

According to the Oracle HCM Business Process Foundations Associate Rel 1 official book, the performance process flow is typically designed such that once an employee completes their self-evaluation, it is then sent to their HR Business Partner for review. The HR Business Partner will then

review and approve the employee's evaluation before it is sent to the manager for review and approval. After the manager approves the evaluation, it is stored in the employee's talent profile.

Question: 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: ABC

According to the Oracle HCM Business Process Foundations Associate Rel 1 official book, the three options that can be used to enter time for Time and Labor to process are Time Sheets, Time Cards, and Web Clock. Time Sheets are used to report time for employees in a payroll period, Time Cards are used to report time for a single day, and Web Clock is used for employees to report time through a web clock interface.

Question: 4

Your organization wants the capability for employees to copy information into their current time card. What options do they have for copying a time card?

- A. Copy same period from last month
- B. Copy other time card
- C. Copy same period from previous year
- D. Copy previous time card

Answer: B

This option can be found in the Time and Labor Self Service Time Card page, and allows employees to copy information from another existing time card. This can be useful for copying information from a previous time card or from another employee's time card.

Question: 5

As the Director of IT, you understand that security roles are important to your organization and would like employee profiles to be kept as confidential as possible and to be viewed and managed by the employee and their manager. Apart from an employee and manager, what other role is able to add goals to an employee's development plan?

- A. An Administrator

- B. An IT Specialist
- C. An HR Specialist
- D. An Implementer

Answer: A

According to the Oracle HCM Business Process Foundations Associate Rel 1 official book, Administrators can add goals to an employee's development plan. This means that only an Administrator can add goals to an employee's development plan besides the employee and their manager.