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What Client's Say

“ There are some less than 8 new questions, so this 70-695 dump is still mostly valid. Wrote the exams today and passed. ”

Timothy ★★★★★

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Exam : **1z0-1106-2**

Title : Oracle HCM Business Process
Foundations Associate Rel 2

Vendor : Oracle

Version : DEMO

NO.1 Which of the following is a step in the Employee Separation process?

- A. Update Benefit Options
- B. Finalize Compensation Payout
- C. Reconcile Absence Records
- D. Transfer Employee

Answer: C

Explanation:

Workforce Management is a fully integrated HR solution that links time, labor, and leave management with payroll, financial, and personnel data.

Employee Separation process is to reconcile absence records, which would involve managing the leave balance and entitlements of the departing employee.

<https://www.oracle.com/human-capital-management/workforce-management/>

NO.2 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?

- 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 can share them with their manager and request approval. The manager can then review the goals and either approve or reject them. The employee can also align their 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>

NO.3 What is the purpose of extending a job offer?

- 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

NO.4 The payroll manager wants to know what are the three different ways that an element entry can be updated.

- A. Payroll Batch Loader
- B. Automatically
- C. HCM Data Loader or HCM Spreadsheet Data Loader
- D. Manually

Answer: A,C,D

Explanation:

https://support.oracle.com/knowledge/Oracle%20E-Business%20Suite/1378641_1.html

NO.5 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?

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

Answer: B

Explanation:

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>

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:

The talent review dashboard, which displays various charts and graphs that help you assess the talent pool and identify talent risks and opportunities².

The notes and tasks that you can create and assign during the meeting preparation or facilitation to capture feedback, action items, and follow-up activities¹.

The goals and performance ratings of the individuals being reviewed, which help you evaluate their current achievements and potential³.

The succession plans and candidates for key positions, which help you develop a leadership pipeline and mitigate talent gaps⁴.

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