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## Oracle HCM Business Process Foundations Associate Rel 1

Oracle 1z0-1106-1

Version Demo

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## QUESTION NO: 1

Once an employee makes their benefit election, rates will be passed to payroll. What rate from benefits enrollment gets sent to payroll?

- A. Communicated Amount
- B. Defined Amount
- C. No rate gets sent to payroll
- D. Amount

## ANSWER: A

### Explanation:

Once an employee makes their benefit election, the communicated amount from the benefits enrollment process is sent to payroll. This communicated amount is the rate associated with the employee's benefit election and is used to calculate the deductions for the benefit. This rate is sent to payroll along with the relevant information about the employee's benefit election, so that the payroll system can accurately calculate the deductions for the benefit.

According to Oracle HCM documentation<sup>1</sup>, communicated amount is the amount that the participant is told to expect for their contribution or distribution. It may be different from the defined amount, which is the amount that is defined for the rate<sup>2</sup>.

According to Oracle Support<sup>3</sup>, communicated rate is defined as per pay period with element frequency rules and it should be calculated properly in Benefits Self Service > Rates > Communicated Amount.

[https://docs.oracle.com/cd/F13810\\_02/hcm92pbr29/eng/hcm/hbbn/task\\_SettingUpBenefitRates-6e7f4e.html](https://docs.oracle.com/cd/F13810_02/hcm92pbr29/eng/hcm/hbbn/task_SettingUpBenefitRates-6e7f4e.html)

## QUESTION NO: 2

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?

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

## QUESTION NO: 4

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: 5

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

## QUESTION NO: 6

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

- 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 NO: 7

Your organization has decided to use cloud benefits. What four items make the structure of the benefits system?

- A. Derived Factor
- B. Eligibility Profile
- C. Option
- D. Program

E. Plan Type

F. Plan

**ANSWER: C D E F**

**Explanation:**

[According to Oracle Benefits Cloud datasheet1](#), the structure of the benefits system consists of four items: program, plan type, plan, and option1. A program is a collection of plan types that share common eligibility rules. A plan type is a category of benefits, such as medical or dental. A plan is a specific offering within a plan type, such as PPO or HMO. [An option is a variation within a plan, such as single or family coverage1](#)

<https://www.oracle.com/a/ocom/docs/applications/hcm/oracle-benefits-ds.pdf>

## QUESTION NO: 8

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

## QUESTION NO: 9

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

**QUESTION NO: 10**

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: D**

**Explanation:**

This option allows you to copy information from your most recent time card into your current one. It is the simplest and most common way to copy a time card.

<https://www.oracle.com/human-capital-management/workforce-management/time-and-labor/datasheet/>