

Oracle

1Z0-1107-2 Exam

Oracle Financials Business Process Foundations Associate Rel 2

**Questions & Answers
Demo**

Version: 4.0

Question: 1

Which Absence-related data can an employee access apart from being able to add an absence and review existing absences?

- A. Plan Balances
- B. Absence Calculation Rules
- C. Balance Adjustment Requests
- D. Absence Processing Rules

Answer: A

Explanation:

[Employees can access their plan balances from the Absence Balance page, which shows the current balance and projected balance for each absence plan they are enrolled in](#)¹. [Absence calculation rules and absence processing rules are not visible to employees, but only to administrators](#)². [Balance adjustment requests are not a type of absence-related data, but a type of action that employees can perform to request changes to their plan balances](#)³. Reference: [Oracle Absence Management Cloud User Guide](#), [Oracle Absence Management Cloud Implementation Guide](#), [Oracle Global Human Resources Cloud User Guide](#)

Question: 2

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: C

Explanation:

Benefits enrollment does not send any rate to payroll, because benefits rates are calculated by the benefits engine and stored in the benefits tables, not in the payroll tables. Payroll uses the benefits element entries to determine the deductions and employer contributions for each employee. The communicated amount, defined amount, and amount are all types of benefits rates that are used for different purposes, but none of them are sent to payroll. Reference: [Oracle Benefits Cloud

Implementation Guide], [Oracle Payroll Cloud Implementation Guide]

Question: 3

You want the ability for employees to have complete autonomy toward their own goals. Given you want employees to be able to perform many actions when it comes to their goals, what are the main actions employees can perform when their Manager assigns them a goal?

- A. Manage and update goals
- B. Communicate the progress of their goal for the Manager to update
- C. Create new career goals
- D. Share goals with colleagues

Answer: A

Explanation:

Employees can manage and update their goals from the My Goals page, where they can edit, delete, or complete their goals, as well as add new goals or subgoals. They can also communicate the progress of their goals to their managers by updating the status, completion percentage, and comments fields. Creating new career goals is not an action that employees can perform when their manager assigns them a goal, but rather a separate process that involves using the Career Development page. Sharing goals with colleagues is not an action that employees can perform from the My Goals page, but rather a feature that requires enabling the Goal Sharing profile option. Reference: [Oracle Goal Management Cloud User Guide], [Oracle Career Development Cloud User Guide], [Oracle Goal Management Cloud Implementation Guide]

Question: 4

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:

Meeting review content is one of the main aspects that a talent manager needs to create for a successful talent review meeting, because it defines the layout and data that will be displayed in the talent review dashboard for each worker. Meeting review content includes performance and potential ratings, talent scores, risk of loss, impact of loss, readiness level, mobility preferences, and other custom attributes that can be configured by the talent manager. Worker hire dates, manager feedback, and worker salaries are

not aspects that need to be created by the talent manager, but rather data that can be sourced from the HR system or entered by the participants during the meeting. Reference: [Oracle Talent Management Cloud User Guide], [Oracle Talent Management Cloud Implementation Guide]

Question: 5

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:

Some absences will affect the employee's net pay depending on whether they are paid or unpaid absences, and whether they have any impact on the employee's earnings or deductions. For example, a paid sick leave absence will reduce the employee's available sick leave balance and increase their sick leave earnings, while an unpaid leave of absence will reduce the employee's regular earnings and may affect their benefit eligibility. Absence management and payroll are directly connected through absence elements that are used to transfer absence data to payroll. Not all absences will affect the employee's net pay, because some absences may have no impact on earnings or deductions, such as a paid holiday or a jury duty absence. Reference: [Oracle Absence Management Cloud User Guide], [Oracle Absence Management Cloud Implementation Guide]

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