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

**Title** : Oracle HCM Business Process  
Foundations Associate Rel 1

**Vendor** : Oracle

**Version** : DEMO

**NO.1** What terminology is used within Oracle HCM Cloud to describe the phases and states that a candidate goes through within the hiring process?

- A. Candidate Selection Workflow
- B. Candidate Selection Process
- C. Candidate Hiring Process
- D. Candidate Hiring Workflow

**Answer:** A

Explanation:

A candidate selection workflow defines the steps that a candidate must complete before being hired. Each step can have one or more statuses that indicate the progress of the candidate. For example, a step called Interview can have statuses such as Scheduled, Completed, Passed, Failed, etc. A candidate selection workflow can be customized for different job requisitions and can include steps such as screening, assessment, offer, background check, etc.

<https://docs.oracle.com/en/cloud/saas/talent-management/21d/faimh/overview-of-recruiting.html>

**NO.2** Which Absence-related data can an employee access apart from being able to add an absence and review existing absences?

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

**Answer:** D

Explanation:

Employees can access their absence-related data, such as plan balances, through their self-service portal or by exploring other reporting and analytics tools. This data includes the balances of their absence plans, such as vacation and sick days, which allows employees to know how much time they can take off. Employees can also review and add absences, as well as adjust their plan balances via balance adjustment requests. Additionally, employees can review the absence calculation and processing rules that have been set up for their organization.

According to Oracle HCM documentation<sup>1</sup>, plan balances are the remaining balance on a worker's absence plan enrollments, along with summary-level or detailed information on all transactions that have impacted the balance on the plan.

An employee can access their plan balances by using the Plan Balances REST Endpoints<sup>23</sup> which allow them to view, update, and delete their plan balance records.

**NO.3** Which is the first critical path of payroll processing?

- A. Calculate Prepayments
- B. Electronic Funds Transfer (EFT) Process
- C. Calculate Payroll
- D. Archive Periodic Payroll Results

**Answer:** C

Explanation:

The first critical path of payroll processing is to calculate payroll. This involves calculating wages, deductions, and taxes for all employees in the system, taking into account any payroll rules, policies,

or other regulations. After calculating payroll, the results can then be archived, payments can be made via Electronic Funds Transfer (EFT), and any prepayments can be calculated.

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

**NO.4** Which report is used to monitor absence trends and analyses?

- A.** Absence Monitoring Report
- B.** Employee Absence Analyses
- C.** Absence Trends Report
- D.** Leave Time & Balances Report

**Answer:** A

Explanation:

[https://docs.oracle.com/cd/E18727\\_01/doc.121/e13544/T231404T232576.htm](https://docs.oracle.com/cd/E18727_01/doc.121/e13544/T231404T232576.htm)

**NO.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 IT Specialist
- B.** An Implementer
- C.** An HR Specialist
- D.** An Administrator

**Answer:** C

Explanation:

This role is able to add goals to an employee's development plan. An Administrator, an IT Specialist and an Implementer are not related to employee development plans.