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## Oracle 1z0-1162-1 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>Oracle Cloud Success Navigator and Oracle Cloud Quality Standards: This section of the exam measures the skills of cloud implementation consultants and emphasizes the importance of Cloud Success Navigator and Cloud Quality Standards for optimizing cloud solutions. It explains how OMBPs are embedded with Starter Configuration to streamline implementation processes.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>OMBPs for Talent Acquisition and Talent Management: This section of the exam measures the skills of talent management consultants and focuses on the business process flow from recruit to onboard in Talent Management. It explains the design considerations, key takeaways, and metrics used to identify team skills and candidates within these OMBPs.</li></ul>

Topic 3	<ul style="list-style-type: none"> <li>OMBPs for Workforce Management and Rewards: This section of the exam measures the skills of workforce management specialists and focuses on business process flows within Workforce Management. It includes key design considerations, takeaways, and metrics to ensure compliance in Workforce Management OMBPs.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>Oracle Cloud Applications and Oracle Modern Best Practice (OMBP): This section of the exam measures the skills of cloud application specialists and covers the offerings and capabilities of Oracle Cloud Applications. It includes an overview of the Oracle HCM suite, explaining its key features, data flow, and integration points within the HCM OMBPs.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>OMBPs for HR and Payroll: This section of the exam measures the skills of HR process analysts and covers workforce strategies within HR and Payroll. It includes an explanation of business process flows, design considerations, key takeaways, and metrics to measure workforce trends in these OMBPs.</li> </ul>

## Oracle Fusion Cloud Applications HCM Foundations Associate - Rel 1 Sample Questions (Q20-Q25):

### NEW QUESTION # 20

How is the Skills Center AI tool useful to employees in managing their future career?

- A. Adds relevant skills to the employee's career plan, in the form of development goals.
- B. Provides access to a comprehensive skill library, enabling exploration and discovery of various competencies.**
- C. Recommends skills essential for roles employees have added to their careers of interest.

**Answer: B**

Explanation:

Comprehensive and Detailed Explanation: The Skills Center AI tool in Oracle Fusion Cloud HCM helps employees navigate career growth by providing access to a robust skill library.

- \* Skill Discovery: Employees can explore different competencies and identify those aligned with their career aspirations.
- \* Personalized Recommendations: AI-driven insights help employees understand the skills they need for career progression.
- \* Learning and Development: Encourages continuous skill enhancement to align with industry trends and organizational needs.

References: Oracle Fusion Cloud HCM - Skills and Career Development Guide.

### NEW QUESTION # 21

Which three Oracle Redwood Design System UX features integrated with Oracle Fusion Cloud HCM Applications deliver a superior user experience?

- A. Embedded AI for intelligent recommendations, automating tasks, and predictive insights.**
- B. Standardized User Experience for reducing the learning curve and improving usability.
- C. Nudges, such as visual cues, notifications to encourage users to take specific actions.
- D. Contextual Journeys, such as presenting different dashboards and actions to various levels of users.
- E. Secure Role Management, such as managing user roles and access rights relevant to specific job functions.

**Answer: A,B,C**

Explanation:

Comprehensive and Detailed Explanation: The Oracle Redwood Design System UX enhances the usability of Oracle Fusion Cloud HCM applications with modern and intuitive features.

- \* Nudges: Provide proactive reminders and notifications, improving user engagement.
- \* Standardized User Experience: Offers a consistent design across Oracle applications, reducing training efforts.
- \* Embedded AI: Supports automation, intelligent recommendations, and predictive insights to drive efficiency.

References: Oracle Redwood Design System - UX Features in Oracle Fusion Cloud HCM.

### NEW QUESTION # 22

Which three are key capabilities of Oracle Cloud Success Navigator?

- A. It is a place to renew your Oracle Cloud Service subscriptions.
- B. It offers guidance for continuous innovation.
- C. It provides guidance for implementation.
- D. It is a source of online product documentation.
- E. It offers preconfigured starter environments.

**Answer: B,C,E**

Explanation:

Comprehensive and Detailed Explanation: The Oracle Cloud Success Navigator provides various tools and resources to help organizations make the most of their Oracle Cloud investment. Its key capabilities include:

- \* Guidance for Continuous Innovation: Helps organizations stay up to date with Oracle Cloud features and improvements.
- \* Implementation Guidance: Provides structured support to streamline the deployment of Oracle Cloud solutions.
- \* Preconfigured Starter Environments: Offers ready-to-use configurations that simplify adoption and implementation.

References: Oracle Cloud Success Navigator Documentation - Key Capabilities.

### NEW QUESTION # 23

How do Talent Management tools, such as automated reminders, pulse surveys, and in-the-moment check-ins, allow managers to track engagement of their team members?

- A. Ensure that employees are fully engaged in their role and focused on the tasks they should be performing.
- B. Promote regular engagement and interactions, while providing opportunities to measure team sentiment.
- C. Track performance record to identify employees for incentives and rewards.

**Answer: B**

Explanation:

Comprehensive and Detailed Explanation: Oracle Fusion Cloud HCM provides Talent Management tools that enhance employee engagement through frequent interactions and feedback mechanisms.

- \* Pulse Surveys & Check-ins: Enable managers to gauge employee sentiment in real time.
- \* Engagement Analytics: Helps organizations track workplace satisfaction and morale.
- \* Proactive Workforce Strategies: Encourages frequent communication, reducing employee turnover risks.

References: Oracle Fusion Cloud HCM - Employee Engagement and Performance Management Guide.

### NEW QUESTION # 24

What two metrics from the Attract Talent to Onboard New Hires OMBP assist an organization in evaluating its recruiting effectiveness and making data-driven decisions?

- A. Offer Acceptance Rate, tracks percentage of job offers accepted by candidates.
- B. Time to Onboard, records the time it takes to complete the onboarding process.
- C. Time to Fill a Position, measures the time from a position becoming vacant to being filled.
- D. New Hire Turnover Rate, tracks the rate at which new employees leave the company.
- E. Source of Hire, identifies the channels or sources from where successful hires are made.

**Answer: A,C**

Explanation:

Comprehensive and Detailed Explanation: Two key metrics in the Attract Talent to Onboard New Hires OMBP that measure recruitment effectiveness are:

- \* Offer Acceptance Rate: Reflects the attractiveness of job offers and the employer brand, helping organizations refine compensation and engagement strategies.
- \* Time to Fill a Position: Measures the duration from job vacancy creation to successful hiring, allowing HR teams to optimize workforce planning.

References: Oracle Fusion Cloud HCM - Recruiting Effectiveness and Workforce Planning Guide.

### NEW QUESTION # 25

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