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### Oracle Fusion Cloud Applications HCM Foundations Associate - Rel 1 Sample Questions (Q13-Q18):

#### NEW QUESTION # 13

Which activity in the Recognition to Reward OMBP allows an administrator to access real-time insights during the compensation cycle?

- A. Ensure Local Fairness and Compliance
- **B. Review Team Compensation and KPIs**
- C. Model within Compensation Plans
- D. Monitor Global Efficiency and Compliance

**Answer: B**

Explanation:

Comprehensive and Detailed Explanation: The Review Team Compensation and KPIs activity enables administrators to monitor compensation trends and key performance indicators in real-time.

\* Data-Driven Compensation Decisions: Provides insights into team compensation structures, allowing organizations to adjust rewards based on employee performance.

\* Real-Time Monitoring: Ensures that compensation distribution aligns with predefined policies, equity standards, and performance metrics.

\* Ensuring Fair Pay Practices: Helps HR professionals assess salary adjustments and bonuses for fairness across teams and departments.

References: Oracle Fusion Cloud HCM - Compensation and Rewards Management Guide.

#### NEW QUESTION # 14

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

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

**Answer: A,D,E**

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 # 15

Which three features are included in a Starter Configuration?

- A. Customer production data
- **B. Sample master data and transaction data**
- C. Customization of standard features

- D. Artificial Intelligence capabilities
- E. Configuration of Oracle Cloud Applications

**Answer: B,D,E**

Explanation:

Comprehensive and Detailed Explanation: A Starter Configuration in Oracle Fusion Cloud Applications provides a pre-built setup that organizations can use as a foundation for implementation. It includes:

- \* Sample Master and Transaction Data: Allows testing of configurations with predefined data models.
- \* Artificial Intelligence Capabilities: Enables AI-driven insights, recommendations, and automation within Oracle Cloud Applications.
- \* Configuration of Oracle Cloud Applications: Comes with pre-configured modules to facilitate rapid deployment.

References: Oracle Fusion Cloud HCM Implementation Guide - Starter Configurations and Embedded OMBPs.

## NEW QUESTION # 16

Which metric associated with the Workforce Plan to Budget OMBP is utilized in talent and financial planning?

- A. Time to Fill, for evaluating the efficiency of the Recruitment process, measuring the time it takes to fill open positions.
- B. Benefits Cost per Employee, for assessing the efficiency of employee benefits programs and its impact on overall compensation costs.
- C. Position Actual to Budget, for analyzing position cost variances, helping organizations identify how resources are allocated.

**Answer: C**

Explanation:

Comprehensive and Detailed Explanation: The Position Actual to Budget metric is essential in both talent management and financial planning as it helps HR and finance teams analyze cost variances between budgeted and actual workforce expenses.

- \* Cost Control & Resource Allocation: Organizations can use this metric to track workforce expenditures and compare them with planned budgets, helping in financial decision-making.
- \* Workforce Planning: Helps identify where budget constraints impact hiring or if additional resources need to be allocated.
- \* Strategic Adjustments: If significant variances are detected, organizations can reevaluate hiring strategies, adjust budgets, or optimize workforce distribution.

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

## NEW QUESTION # 17

How does AI/ML contribute to the Align Goals and Business Objectives activity within Oracle Fusion Cloud HCM?

- A. AI/ML suggests employee goals tailored to job roles, aligning objectives with company strategy.
- B. Predictive Analytics helps identify high-performing employees suitable for leadership positions.
- C. AI-driven chatbots efficiently manage routine HR inquiries and policy clarifications.
- D. NLP (Natural Language Processing) Sentiment Analysis of Feedback helps gauge employee satisfaction.

**Answer: A**

Explanation:

Comprehensive and Detailed Explanation: Artificial Intelligence (AI) and Machine Learning (ML) in Oracle Fusion Cloud HCM enhance the alignment of individual goals with business objectives.

- \* AI-Driven Goal Recommendations: Ensures employee objectives are aligned with company strategies.
- \* Continuous Learning and Adjustments: Allows dynamic goal setting based on real-time business needs.
- \* Employee Development and Performance Optimization: Encourages targeted development initiatives.

References: Oracle Fusion Cloud HCM - AI and Machine Learning in Performance Management Guide.

## NEW QUESTION # 18

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