

# Test 1z0-1162-1 Questions Pdf & Latest Test 1z0-1162-1 Simulations



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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 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>
Topic 3	<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 4	<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 5	<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>

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### Oracle Fusion Cloud Applications HCM Foundations Associate - Rel 1 Sample Questions (Q15-Q20):

#### NEW QUESTION # 15

How do Guided Journeys assist hiring managers in streamlining the recruitment process and improving hiring outcomes?

- A. It provides structured workflows and step-by-step guidance.
- B. It offers real-time analytics and insights into candidate performance.
- C. It automates various recruitment tasks, such as resume screening and interview scheduling.

**Answer: A**

Explanation:

Comprehensive and Detailed Explanation: Guided Journeys in Oracle Fusion Cloud HCM support hiring managers by providing a structured approach to recruitment.

\* Step-by-Step Guidance: Ensures hiring managers follow best practices throughout the recruitment process.

\* Process Efficiency: Reduces manual errors and ensures compliance with company policies.

\* Candidate Experience Enhancement: Provides a smooth and structured onboarding experience for new hires.

References: Oracle Fusion Cloud HCM - Recruitment and Onboarding Guide.

#### NEW QUESTION # 16

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

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

**Answer: C**

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 # 17

What is the key benefit of embedding OMBPs in a Starter Configuration?

- A. Provides a fully customized setup of Oracle Fusion Applications implementations.

- B. Provides a standard configuration that supports solution-led implementation of Oracle Fusion Applications.
- C. Provides a platform for customers to access third-party Oracle Fusion Applications configurations.

**Answer: B**

Explanation:

Comprehensive and Detailed Explanation: Oracle Objective Measurement and Benchmarking Practices (OMBPs) in Starter Configuration serve as predefined, industry-standard configurations. These configurations enable organizations to streamline the setup process and adopt best practices without needing extensive customization.

\* Accelerated Implementation: By leveraging predefined configurations, organizations can reduce the time required for deployment and minimize setup errors.

\* Solution-Led Approach: Provides organizations with a ready-to-use framework that aligns with best practices in enterprise resource planning (ERP) and human capital management (HCM).

\* Scalability and Flexibility: While the starter configuration provides a foundation, organizations can still customize settings to meet specific business needs.

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

### NEW QUESTION # 18

Which three are key capabilities of Oracle Cloud Success Navigator?

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

**Answer: A,B,D**

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 # 19

Which work area provides the Benefits Administrator the ability to view a participant's real-time enrollment summary information?

- A. Benefits Extracts is used for extracting benefit data for integration with other systems.
- B. Plan Configuration is used for setting up and configuring benefit plans.
- C. Evaluation and Reporting is used for analyzing and reporting benefit plan data.
- D. Benefits Service Center is used for managing and viewing participant data.

**Answer: D**

Explanation:

Comprehensive and Detailed Explanation: The Benefits Service Center is the primary work area for Benefits Administrators to manage and monitor participant data in real-time.

\* Real-Time Enrollment Monitoring: Administrators can view an employee's current benefit enrollment details.

\* Data Accuracy & Compliance: Ensures that benefit records are up to date and comply with organizational policies.

\* Seamless Administration: Provides a centralized platform for HR teams to manage benefits efficiently.

References: Oracle Fusion Cloud HCM - Benefits Administration Guide.

### NEW QUESTION # 20

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