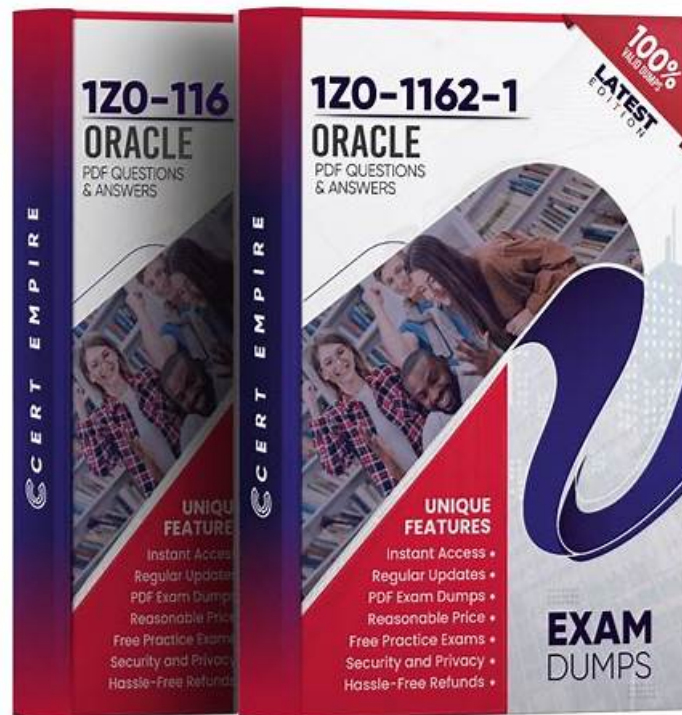


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Oracle 1z0-1162-1 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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.
Topic 2	• 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.
Topic 3	• 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.

Topic 4	• 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.
Topic 5	• 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.

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Oracle Fusion Cloud Applications HCM Foundations Associate - Rel 1 Sample Questions (Q22-Q27):

NEW QUESTION # 22

What is the primary purpose of Oracle Cloud Success Navigator?

- A. Provision Oracle Cloud Applications
- **B. Provide a best practice framework with tools and guidance that support organizations in their Cloud journey**
- C. Automate the migration of on-premises solutions to Oracle Cloud
- D. Offer a platform for reporting bugs and issues with Oracle Cloud products

Answer: B

Explanation:

Comprehensive and Detailed Explanation: The Oracle Cloud Success Navigator is designed to guide organizations throughout their cloud journey, ensuring they maximize their investment in Oracle Cloud Applications.

* Best Practice Framework: Offers structured guidance for planning, implementation, and continuous improvement.

* Adoption Assistance: Helps organizations optimize their Oracle Cloud deployment by following best practices.

* Tool and Support Availability: Provides access to tools and insights that facilitate successful cloud migration and long-term use.

References: Oracle Cloud Success Navigator Documentation - Best Practice Framework.

NEW QUESTION # 23

How does the Workforce Plan to Budget OMBP assist organizations in optimizing their resource allocation?

- A. By analyzing market trends, competitor data, and industry benchmarks to inform talent acquisition and retention strategies.
- B. By creating a comprehensive workforce plan, identifying talent gaps, developing succession plans, and defining training needs.
- **C. By forecasting talent needs and associated costs, aligning them with the organization's financial goals, and translating talent requirements into a budget.**

Answer: C

Explanation:

Comprehensive and Detailed Explanation: The Workforce Plan to Budget OMBP allows organizations to align workforce planning with financial strategies to optimize resource allocation.

* Forecasting Talent Needs: Identifies short-term and long-term hiring requirements based on business growth projections.

* Cost Management: Helps organizations balance workforce expansion with budget constraints to avoid over-hiring or under-

utilization of funds.

* Strategic Workforce Planning: Translates hiring requirements into a structured budget to ensure efficient allocation of financial resources.

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

NEW QUESTION # 24

Which two metrics effectively evaluate the Benefits to Coverage OMBP in Oracle Fusion Cloud HCM?

- A. Time to Process Claims, tracks the duration taken to process and approve benefits claims.
- B. Provider Network Size, analyzes the variety of benefits providers available to employees.
- C. Deduction Accuracy Rate, assesses the precision of payroll deductions for benefits, ensuring correct calculations.
- D. Benefits Enrollment Ratio, measures the proportion of eligible employees enrolling in benefits plans.

Answer: A,C

Explanation:

Comprehensive and Detailed Explanation: The Benefits to Coverage Objective Measurement and Benchmarking Practice (OMBPs) in Oracle Fusion Cloud HCM help organizations assess the efficiency and effectiveness of their benefits administration processes. The two most crucial metrics are:

* Time to Process Claims: Measures the average time taken for processing benefits claims. A shorter processing time indicates an efficient benefits system that ensures employee satisfaction.

* Deduction Accuracy Rate: Evaluates payroll deductions' precision for employee benefits. Inaccuracies can lead to compliance issues, employee dissatisfaction, and payroll errors.

References: Oracle Fusion Cloud HCM - Benefits Administration and Payroll Integration Guide.

NEW QUESTION # 25

How does payroll integration within the Absence Tracking to Compliant Absence Management OMBP help ensure compliance with labor regulations?

- A. Regulatory reporting generates reports on leave usage and compliance, helping organizations meet legal reporting requirements.
- B. System calculates and updates leave balances based on attendance, reducing manual errors.
- C. Managers can define rules for leave accrual and carry-over, tailored to specific employee groups.
- D. Absence records are automatically updated in the payroll system, ensuring accurate leave calculations for compensation.

Answer: D

Explanation:

Comprehensive and Detailed Explanation: Payroll integration within the Absence Tracking to Compliant Absence Management OMBP helps ensure regulatory compliance by automating the synchronization of absence records and payroll data.

* Accurate Leave Calculations: The system automatically updates leave balances based on real-time attendance data, reducing errors that could result in incorrect salary deductions or overpayments.

* Regulatory Compliance: Integration ensures that absence records align with labor laws and organizational policies, reducing risks related to non-compliance.

* Efficiency and Transparency: Automating leave calculations in payroll reduces administrative overhead and enhances transparency in employee compensation.

References: Oracle Fusion Cloud HCM - Absence Management and Payroll Integration Guide.

NEW QUESTION # 26

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

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 # 27

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