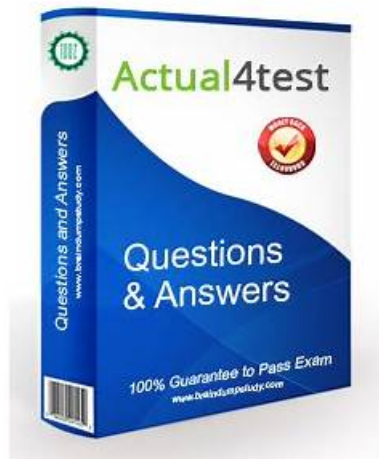


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Oracle 1z0-1162-1 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• 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 3	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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 5	<ul style="list-style-type: none"> • 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 (Q20-Q25):

NEW QUESTION # 20

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

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

Answer: A

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 # 21

How do the Talent Review dashboards contribute to manager productivity within the Goals and Performance activity, ensuring a more efficient and effective goal management?

- A. They offer advanced analytics to predict employee performance and potential, which helps identify high-performing individuals for leadership roles.
- **B. They provide a comprehensive view of team performance, including key metrics, goals, and development plans.**
- C. They help assess employee engagement and satisfaction by analyzing performance data and feedback.
- D. They help identify skill gaps and training needs based on performance data.

Answer: B

Explanation:

Comprehensive and Detailed Explanation: The Talent Review dashboards in Oracle Fusion Cloud HCM help managers make informed decisions about workforce planning and employee performance management.

* Comprehensive Performance Overview: Offers a centralized dashboard to track key performance indicators (KPIs).

* Data-Driven Decisions: Enables managers to assess workforce strengths and address skill gaps.

* Strategic Workforce Planning: Supports leadership development and succession planning.

References: Oracle Fusion Cloud HCM - Talent Review and Workforce Analytics Guide.

NEW QUESTION # 22

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

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

Answer: C

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 # 23

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

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

Answer: B,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 # 24

How do nudges enhance individual productivity within the context of Talent OMBPs?

- A. Nudges can be used to facilitate team collaboration by suggesting activities that promote knowledge sharing and collective problem-solving.
- **B. Nudges provide subtle reminders and suggestions to employees, encouraging them to take specific action.**

- Answer: B**

References:Oracle Fusion Cloud HCM - AI and Behavioral Science in Employee Productivity Guide.

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