

1z0-1162-1 Dumps Reviews, Pass Leader 1z0-1162-1 Dumps



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Oracle 1z0-1162-1 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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.
Topic 4	• 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	• 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.

Pass Guaranteed 2025 Oracle 1z0-1162-1: Valid Oracle Fusion Cloud Applications HCM Foundations Associate - Rel 1 Dumps Reviews

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Oracle Fusion Cloud Applications HCM Foundations Associate - Rel 1 Sample Questions (Q16-Q21):

NEW QUESTION # 16

How does the Time to Hire metric contribute to the Attract Talent to Onboard New Hires OMBP, and what is its key benefit?

- A. It measures the average time taken from the initial job offer to the candidate's acceptance, providing insights into the efficiency of the hiring process.
- B. It uses historical data to forecast the future performance of new hires, aiding in talent retention.
- C. It measures the average time from when a job is posted until the first candidate applies, providing insight into the efficiency of the recruiting process.

Answer: A

Explanation:

Comprehensive and Detailed Explanation: The Time to Hire metric in the Attract Talent to Onboard New Hires OMBP assesses the efficiency of the recruitment cycle by tracking the time elapsed between extending a job offer and candidate acceptance.

* Process Optimization: Helps organizations refine hiring strategies to reduce delays in the recruitment process.

* Candidate Experience: A shorter time to hire enhances the candidate's perception of the company, improving the likelihood of offer acceptance.

* Operational Efficiency: Identifies bottlenecks in the hiring process and enables HR teams to make data-driven improvements.

References: Oracle Fusion Cloud HCM - Talent Acquisition and Recruiting Metrics Guide.

NEW QUESTION # 17

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

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

Answer: C

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

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

- A. It automates various recruitment tasks, such as resume screening and interview scheduling.
- B. It offers real-time analytics and insights into candidate performance.

- C. It provides structured workflows and step-by-step guidance.

Answer: C

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 # 19

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

- A. Model within Compensation Plans
- B. Ensure Local Fairness and Compliance
- C. Review Team Compensation and KPIs
- D. Monitor Global Efficiency 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 # 20

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

- A. Nudges offer real-time performance feedback, allowing employees to track their progress against goals.
- B. Nudges provide subtle reminders and suggestions to employees, encouraging them to take specific action.
- C. Nudges can be used to facilitate team collaboration by suggesting activities that promote knowledge sharing and collective problem-solving.

Answer: B

Explanation:

Comprehensive and Detailed Explanation: Nudges in Oracle Fusion Cloud HCM serve as proactive prompts that encourage employees to stay on track with their responsibilities.

- * Behavioral Science-Based Design: Encourages small, positive actions that enhance productivity.
- * Timely Interventions: Helps employees meet deadlines and focus on important tasks.
- * Employee Engagement: Promotes proactive self-management and continuous improvement.

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

NEW QUESTION # 21

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