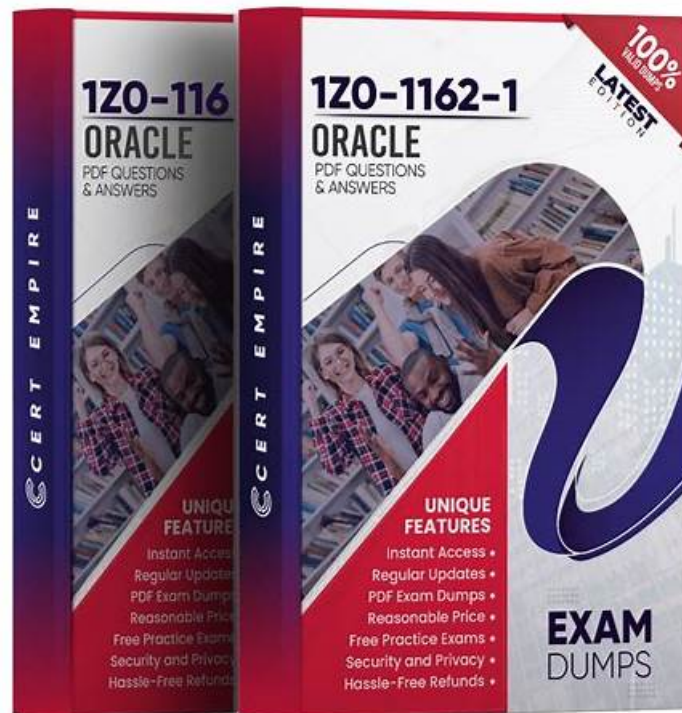


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Oracle 1z0-1162-1 Exam Syllabus Topics:

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 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 3	Oracle Cloud Applications and Oracle Modern Best Practice (OMB): 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 4	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 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.

Oracle Fusion Cloud Applications HCM Foundations Associate - Rel 1 Sample Questions (Q14-Q19):

NEW QUESTION # 14

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 # 15

How do the AI applications, Dynamic Skills and AI Talent Best Match, contribute to a more efficient and successful hiring process?

- A. They offer advanced candidate assessment tools, such as virtual interview simulations.
- B. They analyze job requirements and candidate profiles, providing precise skill matching and talent recommendations.
- C. They enable automated candidate screening based on predefined criteria, allowing hiring managers to focus on high-potential candidates.

Answer: B

Explanation:

Comprehensive and Detailed Explanation: The Dynamic Skills and AI Talent Best Match applications leverage artificial intelligence to streamline hiring decisions.

- * AI-Driven Skill Matching: Identifies the best candidates based on required job competencies.
- * Improved Talent Acquisition: Reduces the time spent on manual candidate evaluation.
- * Data-Based Hiring Decisions: Enhances workforce planning by matching skills with organizational needs.

References: Oracle Fusion Cloud HCM - AI-Based Talent Acquisition Guide.

NEW QUESTION # 16

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.**
- C. Nudges offer real-time performance feedback, allowing employees to track their progress against goals.

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 # 17

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 # 18

What is the primary purpose of Oracle Cloud Success Navigator?

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

Answer: D

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 # 19

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