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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	• 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 (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 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 (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 uses historical data to forecast the future performance of new hires, aiding in talent retention.
- B. 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.
- C. 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.

Answer: C

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

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. Deduction Accuracy Rate, assesses the precision of payroll deductions for benefits, ensuring correct calculations.
- C. Benefits Enrollment Ratio, measures the proportion of eligible employees enrolling in benefits plans.
- D. Provider Network Size, analyzes the variety of benefits providers available to employees.

Answer: A,B

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 # 18

Which three Oracle Redwood Design System UX features integrated with Oracle Fusion Cloud HCM Applications deliver a superior user experience?

- A. Nudges, such as visual cues, notifications to encourage users to take specific actions.
- B. Secure Role Management, such as managing user roles and access rights relevant to specific job functions.
- C. Standardized User Experience for reducing the learning curve and improving usability.
- D. Embedded AI for intelligent recommendations, automating tasks, and predictive insights.

- E. Contextual Journeys, such as presenting different dashboards and actions to various levels of users.

Answer: A,C,D

Explanation:

Comprehensive and Detailed Explanation: The Oracle Redwood Design System UX enhances the usability of Oracle Fusion Cloud HCM applications with modern and intuitive features:

- * Nudges: Provide proactive reminders and notifications, improving user engagement.
- * Standardized User Experience: Offers a consistent design across Oracle applications, reducing training efforts.
- * Embedded AI: Supports automation, intelligent recommendations, and predictive insights to drive efficiency.

References: Oracle Redwood Design System - UX Features in Oracle Fusion Cloud HCM.

NEW QUESTION # 19

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

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

Answer: A

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 # 20

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

Answer: D

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 # 21

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