

1z0-1162-1 New Questions - 1z0-1162-1 Real Braindumps



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Oracle 1z0-1162-1 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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 2	<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 3	<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.
Topic 4	<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 5	<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.

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Oracle Fusion Cloud Applications HCM Foundations Associate - Rel 1 Sample Questions (Q20-Q25):

NEW QUESTION # 20

Which three are key capabilities of Oracle Cloud Success Navigator?

- A. It is a source of online product documentation.
- **B. It offers guidance for continuous innovation.**
- C. It is a place to renew your Oracle Cloud Service subscriptions.
- **D. It provides guidance for implementation.**
- **E. It offers preconfigured starter environments.**

Answer: B,D,E

Explanation:

Comprehensive and Detailed Explanation: The Oracle Cloud Success Navigator provides various tools and resources to help organizations make the most of their Oracle Cloud investment. Its key capabilities include:

* Guidance for Continuous Innovation: Helps organizations stay up to date with Oracle Cloud features and improvements.

* Implementation Guidance: Provides structured support to streamline the deployment of Oracle Cloud solutions.

* Preconfigured Starter Environments: Offers ready-to-use configurations that simplify adoption and implementation.

References: Oracle Cloud Success Navigator Documentation - Key Capabilities.

NEW QUESTION # 21

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

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

Answer: A,D,E

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 # 22

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

- **A. It provides structured workflows and step-by-step guidance.**
- B. It offers real-time analytics and insights into candidate performance.
- C. It automates various recruitment tasks, such as resume screening and interview scheduling.

Answer: A

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 # 23

How do Talent Management tools, such as automated reminders, pulse surveys, and in-the-moment check-ins, allow managers to track engagement of their team members?

- A. Promote regular engagement and interactions, while providing opportunities to measure team sentiment.
- B. Track performance record to identify employees for incentives and rewards.
- C. Ensure that employees are fully engaged in their role and focused on the tasks they should be performing.

Answer: A

Explanation:

Comprehensive and Detailed Explanation: Oracle Fusion Cloud HCM provides Talent Management tools that enhance employee engagement through frequent interactions and feedback mechanisms.

- * Pulse Surveys & Check-ins: Enable managers to gauge employee sentiment in real time.
- * Engagement Analytics: Helps organizations track workplace satisfaction and morale.
- * Proactive Workforce Strategies: Encourages frequent communication, reducing employee turnover risks.

References: Oracle Fusion Cloud HCM - Employee Engagement and Performance Management Guide.

NEW QUESTION # 24

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. Monitor Global Efficiency and Compliance
- C. Review Team Compensation and KPIs
- D. Model within Compensation Plans

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 # 25

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