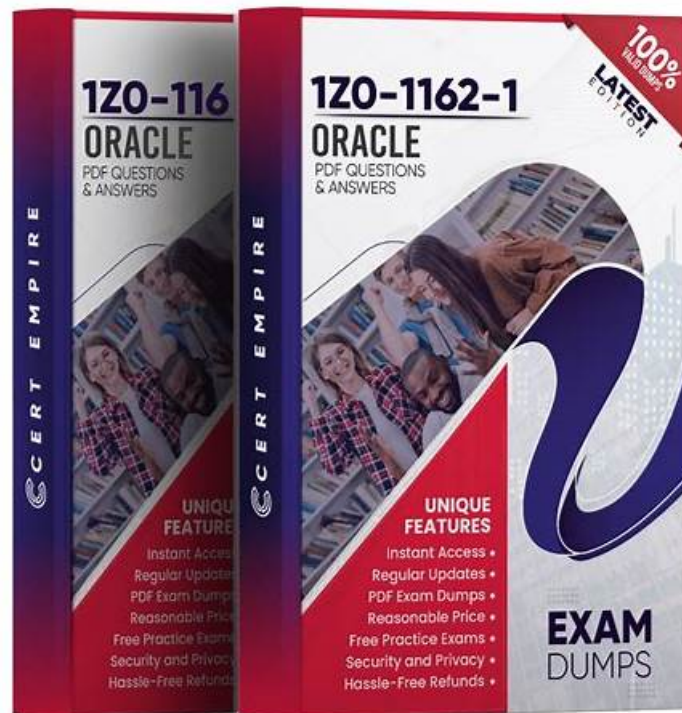


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Oracle Fusion Cloud Applications HCM Foundations Associate - Rel 1 Sample Questions (Q21-Q26):

NEW QUESTION # 21

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

Answer: C

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 # 22

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

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

Answer: A

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 # 23

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

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

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 # 24

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 identify skill gaps and training needs based on performance data.
- D. They help assess employee engagement and satisfaction by analyzing performance data and feedback.

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 # 25

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

Answer: A,B,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 # 26

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