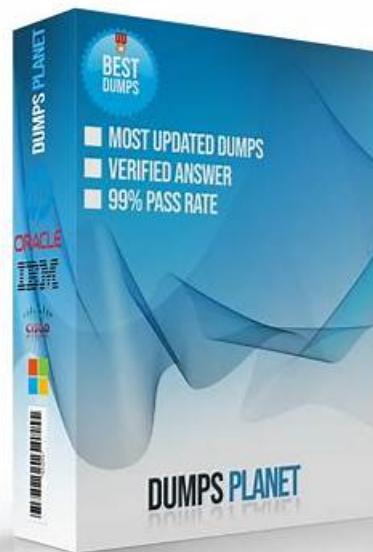


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## Oracle Fusion Cloud Applications HCM Foundations Associate - Rel 1 Sample Questions (Q10-Q15):

### NEW QUESTION # 10

Which metric helps understand the correlation between data points and is useful in mitigating the risk of resentment and burnout?

- A. Absence and Time - Weekly Trend that monitors short-term absence and time-off patterns.
- B. Monthly Overtime Hours that indicates potential overwork.
- C. Total Sickness and Vacation Trend that provides a holistic view of sick and vacation leave.
- **D. Weekly Absences and Overtime Trend that compares weekly absence and overtime patterns.**

**Answer: D**

Explanation:

Comprehensive and Detailed Explanation: The Weekly Absences and Overtime Trend metric provides a comparative view of both absence patterns and overtime trends on a weekly basis. This helps organizations identify potential burnout risks by analyzing the correlation between excessive overtime and increased absenteeism.

\* Mitigating Burnout: Employees who frequently work overtime without adequate rest may experience stress, fatigue, and reduced productivity. Tracking weekly trends helps HR teams take proactive measures, such as workload redistribution and wellness initiatives.

\* Resentment Prevention: If some employees are consistently required to work overtime while others are frequently absent, it can lead to resentment in the workplace. This metric ensures fair workload distribution.

\* Data-Driven Decision Making: Managers can analyze trends and take corrective actions, such as implementing flexible work policies or ensuring fair shift distribution.

References: Oracle Fusion Cloud HCM - Absence Management and Workforce Trends Analytics Guide.

### NEW QUESTION # 11

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

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

**Answer: A**

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 # 12

Which three are key capabilities of Oracle Cloud Success Navigator?

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

**Answer: B,C,D**

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 # 13

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

- A. Embedded AI for intelligent recommendations, automating tasks, and predictive insights.
- 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. Nudges, such as visual cues, notifications to encourage users to take specific actions.

**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 # 14

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

**Answer: A**

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 # 15

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