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Oracle 1z0-1162-1 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 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 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.

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

NEW QUESTION # 21
How is the Skills Center AI tool useful to employees in managing their future career?

- A. Adds relevant skills to the employee's career plan, in the form of development goals.
- B. Provides access to a comprehensive skill library, enabling exploration and discovery of various competencies.
- C. Recommends skills essential for roles employees have added to their careers of interest.

Answer: B

Explanation:
Comprehensive and Detailed Explanation:TheSkills Center AI toolin Oracle Fusion Cloud HCM helps employees navigate career growth by providing access to a robust skill library.
* Skill Discovery:Employees can explore different competencies and identify those aligned with their career aspirations.
* Personalized Recommendations:AI-driven insights help employees understand the skills they need for career progression.
* Learning and Development:Encourages continuous skill enhancement to align with industry trends and organizational needs.
References:Oracle Fusion Cloud HCM - Skills and Career Development Guide.

NEW QUESTION # 22
Which two metrics effectively evaluate the Benefits to Coverage OMBP in Oracle Fusion Cloud HCM?

- A. Deduction Accuracy Rate, assesses the precision of payroll deductions for benefits, ensuring correct calculations.
- B. Benefits Enrollment Ratio, measures the proportion of eligible employees enrolling in benefits plans.
- C. Time to Process Claims, tracks the duration taken to process and approve benefits claims.
- D. Provider Network Size, analyzes the variety of benefits providers available to employees.

Answer: A,C

Explanation:
Comprehensive and Detailed Explanation:TheBenefits 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 # 23
How do Guided Journeys assist hiring managers in streamlining the recruitment process and improving hiring outcomes?

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

Answer: C

Explanation:
Comprehensive and Detailed Explanation:Guided Journeysin 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 # 24

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 offer real-time performance feedback, allowing employees to track their progress against goals.
- C. Nudges can be used to facilitate team collaboration by suggesting activities that promote knowledge sharing and collective problem-solving.

Answer: A

Explanation:
Comprehensive and Detailed Explanation:Nudgesin 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 # 25

What two metrics from the Attract Talent to Onboard New Hires OMBP assist an organization in evaluating its recruiting effectiveness and making data-driven decisions?

- **A. Time to Fill a Position, measures the time from a position becoming vacant to being filled.**
- B. Time to Onboard, records the time it takes to complete the onboarding process.
- C. New Hire Turnover Rate, tracks the rate at which new employees leave the company.
- D. Source of Hire, identifies the channels or sources from where successful hires are made.
- **E. Offer Acceptance Rate, tracks percentage of job offers accepted by candidates.**

Answer: A,E

Explanation:
Comprehensive and Detailed Explanation:Two key metrics in theAttract Talent to Onboard New Hires OMBPthat measure recruitment effectiveness are:
* Offer Acceptance Rate:Reflects the attractiveness of job offers and the employer brand, helping organizations refine compensation and engagement strategies.
* Time to Fill a Position:Measures the duration from job vacancy creation to successful hiring, allowing HR teams to optimize workforce planning.
References:Oracle Fusion Cloud HCM - Recruiting Effectiveness and Workforce Planning Guide.

NEW QUESTION # 26

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