

# 1z0-1162-1 Actual Test Pdf - 1z0-1162-1 Reliable Test Experience



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## Oracle 1z0-1162-1 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>• 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.</li></ul>

Topic 3	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>• 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.</li> </ul>

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### Oracle Fusion Cloud Applications HCM Foundations Associate - Rel 1 Sample Questions (Q24-Q29):

#### NEW QUESTION # 24

Identify three essential components of Oracle Me that empower users to manage their tasks and information efficiently.

- A. Touchpoints provides managers with personalized team insights and continuous engagement opportunities.
- B. All-in-one Evaluations provides a comprehensive approach to employee assessments.
- C. Journeys provides personalized, step-by-step guidance for employees using workflows.
- D. Goal Plans outlines individual or team objectives.
- E. Help Desk allows employees to submit HR-related inquiries through multiple channels.

**Answer: A,C,E**

Explanation:

Comprehensive and Detailed Explanation: Oracle Me is a comprehensive employee experience platform that enhances workforce engagement. Key components include:

\* Help Desk: Enables employees to raise HR-related queries and get timely resolutions.

\* Journeys: Provides guided workflows for employees to navigate tasks such as onboarding and career development.

\* Touchpoints: Equips managers with data-driven insights to enhance employee engagement and productivity.

References: Oracle Fusion Cloud HCM - Oracle Me Employee Experience Guide.

#### NEW QUESTION # 25

Which work area provides the Benefits Administrator the ability to view a participant's real-time enrollment summary information?

- A. Benefits Service Center is used for managing and viewing participant data.
- B. Evaluation and Reporting is used for analyzing and reporting benefit plan data.
- C. Benefits Extracts is used for extracting benefit data for integration with other systems.
- D. Plan Configuration is used for setting up and configuring benefit plans.

**Answer: A**

Explanation:

Comprehensive and Detailed Explanation: The Benefits Service Center is the primary work area for Benefits Administrators to manage and monitor participant data in real-time.

- \* Real-Time Enrollment Monitoring: Administrators can view an employee's current benefit enrollment details.
- \* Data Accuracy & Compliance: Ensures that benefit records are up to date and comply with organizational policies.
- \* Seamless Administration: Provides a centralized platform for HR teams to manage benefits efficiently.

References: Oracle Fusion Cloud HCM - Benefits Administration Guide.

### NEW QUESTION # 26

Which metric associated with the Workforce Plan to Budget OMBP is utilized in talent and financial planning?

- A. Benefits Cost per Employee, for assessing the efficiency of employee benefits programs and its impact on overall compensation costs.
- **B. Position Actual to Budget, for analyzing position cost variances, helping organizations identify how resources are allocated.**
- C. Time to Fill, for evaluating the efficiency of the Recruitment process, measuring the time it takes to fill open positions.

**Answer: B**

Explanation:

Comprehensive and Detailed Explanation: The Position Actual to Budget metric is essential in both talent management and financial planning as it helps HR and finance teams analyze cost variances between budgeted and actual workforce expenses.

\* Cost Control & Resource Allocation: Organizations can use this metric to track workforce expenditures and compare them with planned budgets, helping in financial decision-making.

\* Workforce Planning: Helps identify where budget constraints impact hiring or if additional resources need to be allocated.

\* Strategic Adjustments: If significant variances are detected, organizations can reevaluate hiring strategies, adjust budgets, or optimize workforce distribution.

References: Oracle Fusion Cloud HCM - Workforce Planning and Budgeting Guide.

### NEW QUESTION # 27

What is the purpose of the Adoption Center in Oracle Cloud Success Navigator?

- A. It serves as a knowledge base containing FAQs and troubleshooting guides for common issues.
- B. It offers a library of case studies and success stories from existing Oracle Cloud customers.
- **C. It allows customers to explore new theme-based features and understand their innovation opportunities.**
- D. It provides a platform for customers to submit feedback and suggest new features.

**Answer: C**

Explanation:

Comprehensive and Detailed Explanation: The Adoption Center within Oracle Cloud Success Navigator is designed to assist organizations in staying up to date with Oracle Cloud's latest features.

\* Feature Exploration: Provides information about new and upcoming features that organizations can leverage for continuous innovation.

\* User Engagement: Helps users understand how specific updates can enhance their business processes.

\* Strategic Planning: Enables organizations to align their cloud adoption strategies with Oracle's innovation roadmap.

References: Oracle Cloud Success Navigator Guide - Adoption Center Features.

### NEW QUESTION # 28

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

**Answer: A,D**

