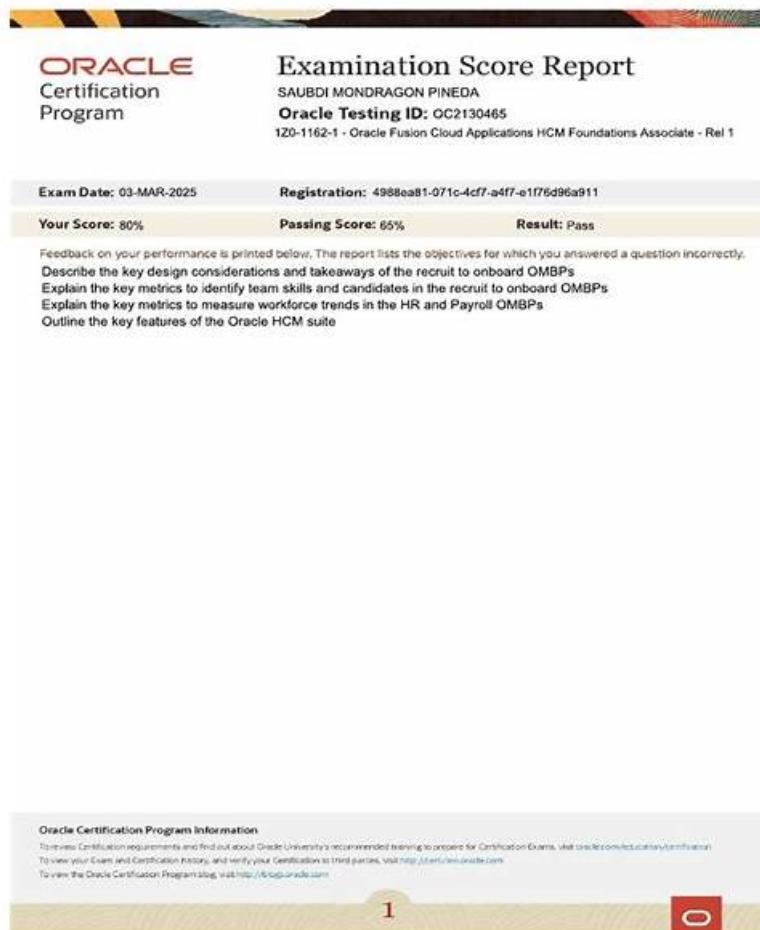


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## Oracle Fusion Cloud Applications HCM Foundations Associate - Rel 1 Sample Questions (Q22-Q27):

### NEW QUESTION # 22

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

**Answer: A,B,C**

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 # 23

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

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

**Answer: A**

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 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: 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 # 25

What is the primary purpose of Oracle Cloud Success Navigator?

- A. Provision Oracle Cloud Applications
- B. Automate the migration of on-premises solutions to Oracle Cloud
- **C. Provide a best practice framework with tools and guidance that support organizations in their Cloud journey**
- D. Offer a platform for reporting bugs and issues with Oracle Cloud products

**Answer: C**

Explanation:

Comprehensive and Detailed Explanation:The Oracle Cloud Success Navigator is designed to guide organizations throughout their cloud journey, ensuring they maximize their investment in Oracle Cloud Applications.

- \* Best Practice Framework:Offers structured guidance for planning, implementation, and continuous improvement.
- \* Adoption Assistance:Helps organizations optimize their Oracle Cloud deployment by following best practices.
- \* Tool and Support Availability:Provides access to tools and insights that facilitate successful cloud migration and long-term use.

References:Oracle Cloud Success Navigator Documentation - Best Practice Framework.

## NEW QUESTION # 26

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 help identify skill gaps and training needs based on performance data.
- **C. They provide a comprehensive view of team performance, including key metrics, goals, and development plans.**
- D. They help assess employee engagement and satisfaction by analyzing performance data and feedback.

**Answer: C**

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 # 27

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