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Oracle 1z0-1162-1 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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.
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	• 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.

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

NEW QUESTION # 10
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. Model within Compensation Plans
- C. Monitor Global Efficiency and Compliance
- D. Ensure Local Fairness and Compliance

Answer: A

Explanation:
Comprehensive and Detailed Explanation:TheReview Team Compensation and KPIsactivity 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 # 11
Which metric helps understand the correlation between data points and is useful in mitigating the risk of resentment and burnout?

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

Answer: C

Explanation:
Comprehensive and Detailed Explanation:TheWeekly Absences and Overtime Trendmetric 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 # 12

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 provides structured workflows and step-by-step guidance.
- C. It automates various recruitment tasks, such as resume screening and interview scheduling.

Answer: B

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 # 13

How does the Workforce Plan to Budget OMBP assist organizations in optimizing their resource allocation?

- A. By analyzing market trends, competitor data, and industry benchmarks to inform talent acquisition and retention strategies.
- B. By forecasting talent needs and associated costs, aligning them with the organization's financial goals, and translating talent requirements into a budget.
- C. By creating a comprehensive workforce plan, identifying talent gaps, developing succession plans, and defining training needs.

Answer: B

Explanation:
Comprehensive and Detailed Explanation:TheWorkforce Plan to Budget OMBPallows organizations to align workforce planning with financial strategies to optimize resource allocation.
* Forecasting Talent Needs:Identifies short-term and long-term hiring requirements based on business growth projections.
* Cost Management:Helps organizations balance workforce expansion with budget constraints to avoid over-hiring or under-utilization of funds.
* Strategic Workforce Planning:Translates hiring requirements into a structured budget to ensure efficient allocation of financial resources.
References:Oracle Fusion Cloud HCM - Workforce Planning and Budgeting Guide.

NEW QUESTION # 14

How do nudges enhance individual productivity within the context of Talent OMBPs?

- A. Nudges can be used to facilitate team collaboration by suggesting activities that promote knowledge sharing and collective problem-solving.
- B. Nudges offer real-time performance feedback, allowing employees to track their progress against goals.
- C. Nudges provide subtle reminders and suggestions to employees, encouraging them to take specific action.

Answer: C

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 # 15
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